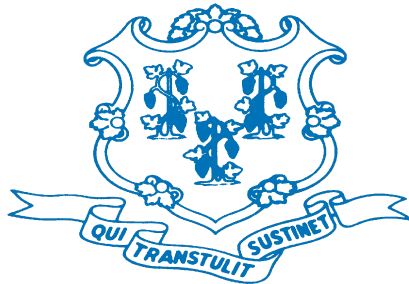


FACTS about the Status of Women in Connecticut

Connecticut General Assembly



2002 Edition

Published by the

**Permanent
Commission
on the**

Status of Women

FACTS about Connecticut Women

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FACTS about Connecticut Women

Facts About the Status of Women in Connecticut

Published by the
Permanent Commission on the Status of Women
February 2002

Project under the direction of
Barbara Potopowitz
PCSW Public Information Officer

Written and Researched by: the
Staff and Interns of PCSW

FACTS about Connecticut Women

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FACTS about Connecticut Women

introduction

Introduction

The purpose of this publication is to provide reliable information regarding the status of Connecticut women to legislators, other policy makers and the general public. We are pleased to present data regarding demographic characteristics, family composition, labor force participation, rates of poverty, educational attainment, women in criminal justice and women owned businesses.

The data we present here are not meant to be exhaustive or complete. There are many types of information or social indicators that we have not included; this is meant to be a useful sampler of information. Each year the PCSW updates this information with more recent data, where available, and with special topical supplements.

Since updated census information has just been released, this edition is a comprehensive look at eight issue areas.

It is impossible to fully describe human lives with charts and tables. However, good information does allow us to think more clearly about the patterns and trends that shape and sometimes limit people's lives. We hope that policy-makers and members of the public will use the data in this book as a reference, and will call upon the staff of the PCSW to provide additional information when it is needed to analyze social issues that affect the status of women.

FACTS about Connecticut Women

Chapter One

General Demographics

chapter one

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FACTS about Connecticut Women

demographics

General Demographics

In 2000, there were nearly 1.8 million women in Connecticut. According to the 2000 *Connecticut Census Data*, the estimated population of Connecticut as of April 1, 2000 was 3,405,565. Of the total population 48% are males and 52% are females. The median age is 37.4. In the age groups from 0 through 29 years, the number of males exceeded that of females. In all subsequent 5-year age cohorts, females exceeded males. By the age groups 75 - 79, 80 - 84, and 85+ years, females outnumbered males by factors of 1.8, 1.7, and 2.6 respectively.¹

Connecticut has the 29th largest population among all the states in the United States.²

Life expectancy in the United States has hit a new high. Among the total population, the average American could expect to live to 76.9 years as of 2000 -- up from 75.8 as of 1995. Among whites, life expectancy for American men is now 74.8 years and 79.5 years for women. Black men live an average of 68.3 years, and black women live 75.0 years.³

As the "baby-boom" generation (those born between 1946 and 1964) starts reaching retirement age in 2011, the size of the elderly population (ages 65 and over) is projected to increase substantially in all states. Compared with the United States as a whole, Connecticut will continue to have a slightly larger proportion of women over age 65 and a higher ratio of women to men.⁴

¹ U.S. Census Bureau, Detailed Tables, PCT12, *Sex by Age*(209) - Universe: Total Population Connecticut

² U.S. Census Bureau, Unpublished data

³ National Center for Health Statistics, National Vital Statistics Report, Vol. 49, No. 12, October 9, 2001 "Deaths: Preliminary Data for 2000". This data source includes two categories. Latinos are included in the white population.

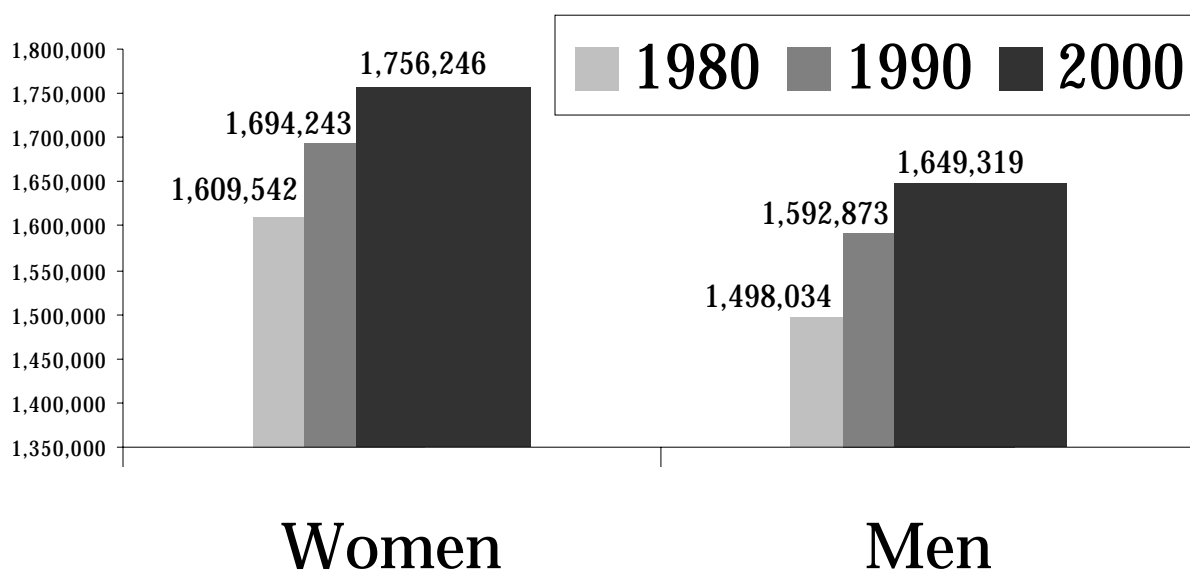
⁴ The Status of Women in Connecticut 1998, *Institute for Women's Policy Research*, Washington, D.C.

FACTS about Connecticut Women

Total Population

While Connecticut's population has grown by nearly 300,000 from 1980 to 2000, the proportion of males and females has remained relatively consistent across this twenty-year span. Overall, Connecticut's population has decreased by 297,989. Women consistently make up over 50% of Connecticut's population according to the U.S. Census.

CT's Population by Gender Across Three Census Years



Source: 1980 CT Census, Table 62; 1990 CT Census Part A, Profile 3, Table P5; CT Census 2000 Detailed Tables Summary File 1 (SF1) 100-Percent Data

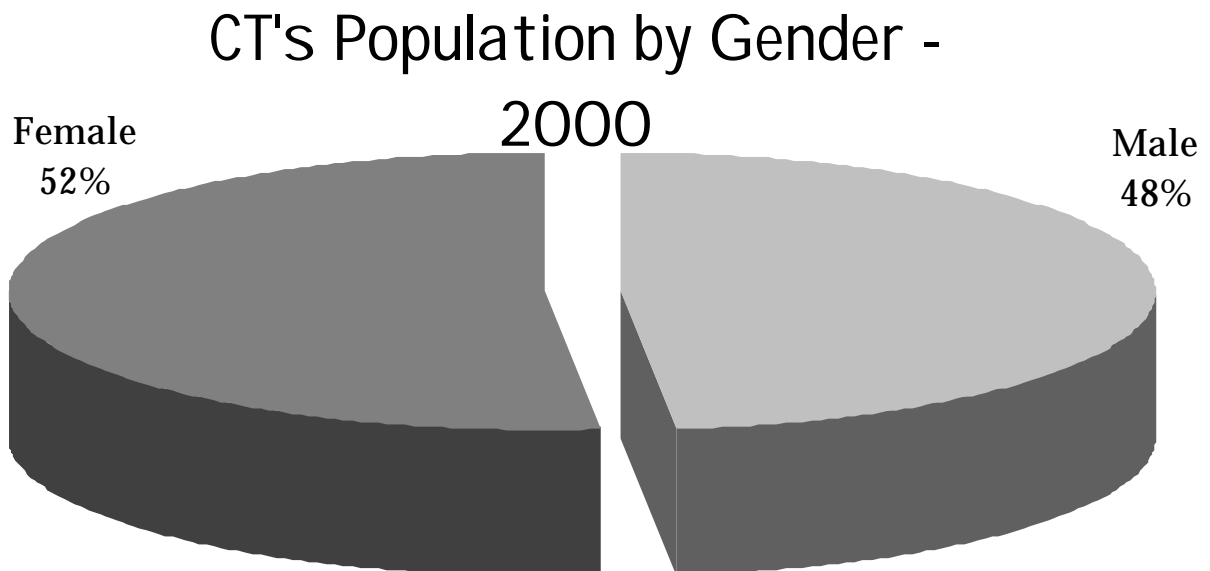
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demographics

Total Population continued



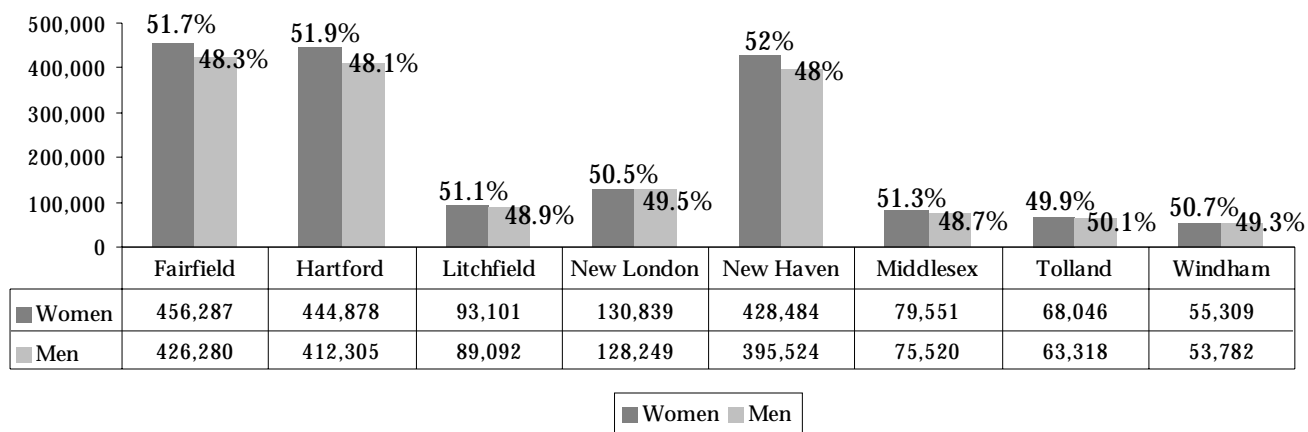
Source: 1980 CT Census, Table 62; 1990 CT Census Part A, Profile 3, Table P5; CT Census 2000 Detailed Tables Summary File 1 (SF1) 100-Percent Data

FACTS about Connecticut Women

Total Population continued

The gender distribution by county almost mirrors the statewide distribution with females outnumbering males in all counties. New Haven county leads the group with 32,960 more females than males and Windham county with the closest male/female population (1,527 more females).

Gender Composition of CT Counties - 2000



Source: 1980 CT Census, Table 62; 1990 CT Census Part A, Profile 3, Table P5; CT Census 2000 Detailed Tables Summary File 1 (SF1) 100-Percent Data

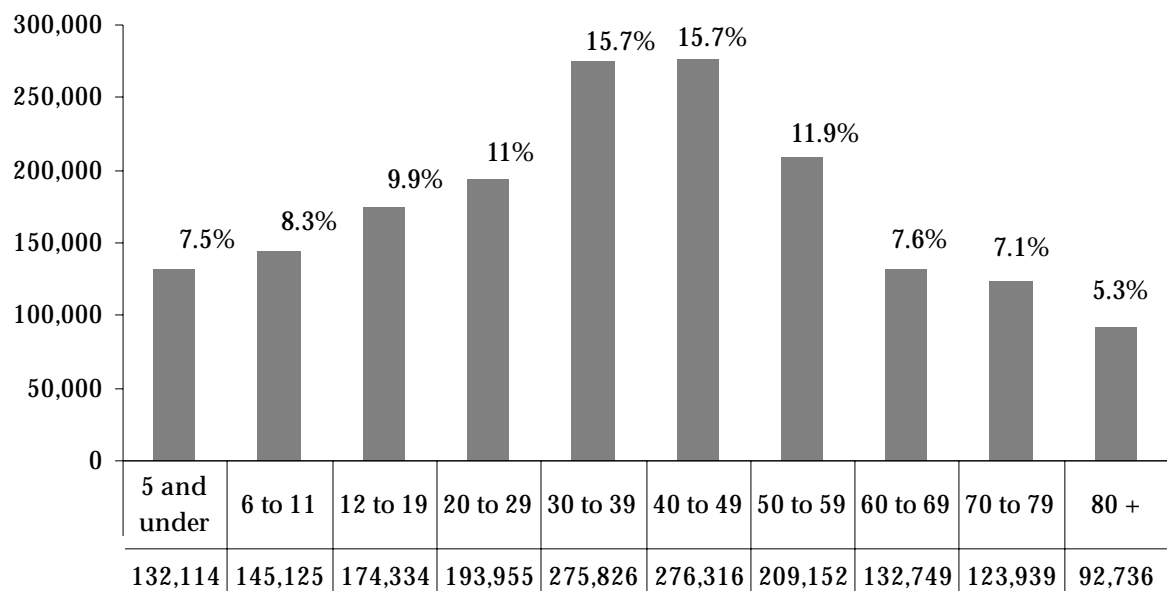
FACTS about Connecticut Women

demographics

Age Distribution

The following chart describes the age distribution of women in Connecticut as of April 1, 2000. The largest age group (or cohort) is women who are between the ages of 30 to 49. The median age for Connecticut women during 2000 was 37.4.

Age Distribution of CT Women - 2000



Source: 1980 CT Census, Table 62; 1990 CT Census Part A, Profile 3, Table P5; CT Census 2000 Detailed Tables Summary File 1 (SF1) 100-Percent Data

FACTS about Connecticut Women

Marital Status

The following chart describes the marital status of men and women in Connecticut over three Census years. the year 2000. Across three decades, men are more likely than women to be either single (never married) or married. Women are more likely than men to be separated, divorced or widowed.

Marital Status	1980		1990		2000	
	Females	Males	Females	Males	Females	Males
Never Married	25.6%	31.3%	25.8%	32.5%	23.9%	30%
Married	52.9%	58.8%	51.6%	56.8%	51.9%	58.9%
Separated	3.2%	2.7%	2.0%	1.4%	2.3%	1.2%
Widowed	11.9%	2.6%	11.8%	2.7%	10.5%	2.5%
Divorced	6.4%	4.6%	8.8%	6.6%	11.3%	7.3%
Total	100%	100%	100%	100%	100%	100%

Source: 1980, 1990, 2000 Connecticut Census Part A: "Complete Count Data"

FACTS about Connecticut Women

demographics

Homelessness

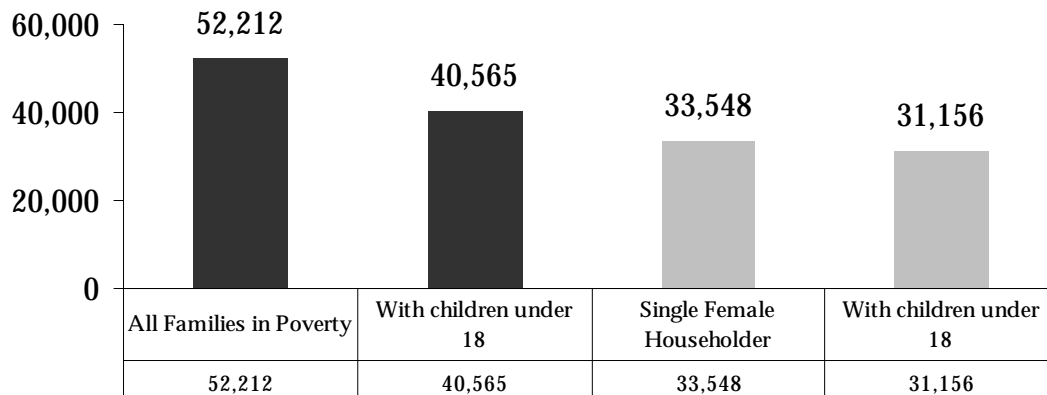
In Connecticut, the Coalition to End Homelessness reports that during the period October 2000 to September 2001, 16,513 different people used shelters. This includes 13,600 adults, 1,520 families with 2,913 children. Children age 17 and under represented 18% of the total population using shelters. Of the families, 87.6% were single female parents, 8.6% were two-parent families and 3.3% were single male parents.¹

¹ Who Is Homeless in Connecticut?, January 2002, CT Coalition to End Homelessness

FACTS about Connecticut Women

Poverty

Families Living in Poverty in CT - 2000



Source: U.S. Census Bureau, QT-03, Families of Selected Economic Characteristics: 2000, Data Set: Census 2000 Supplementary Survey Summary Tables, Geographic Area: Connecticut

demographics

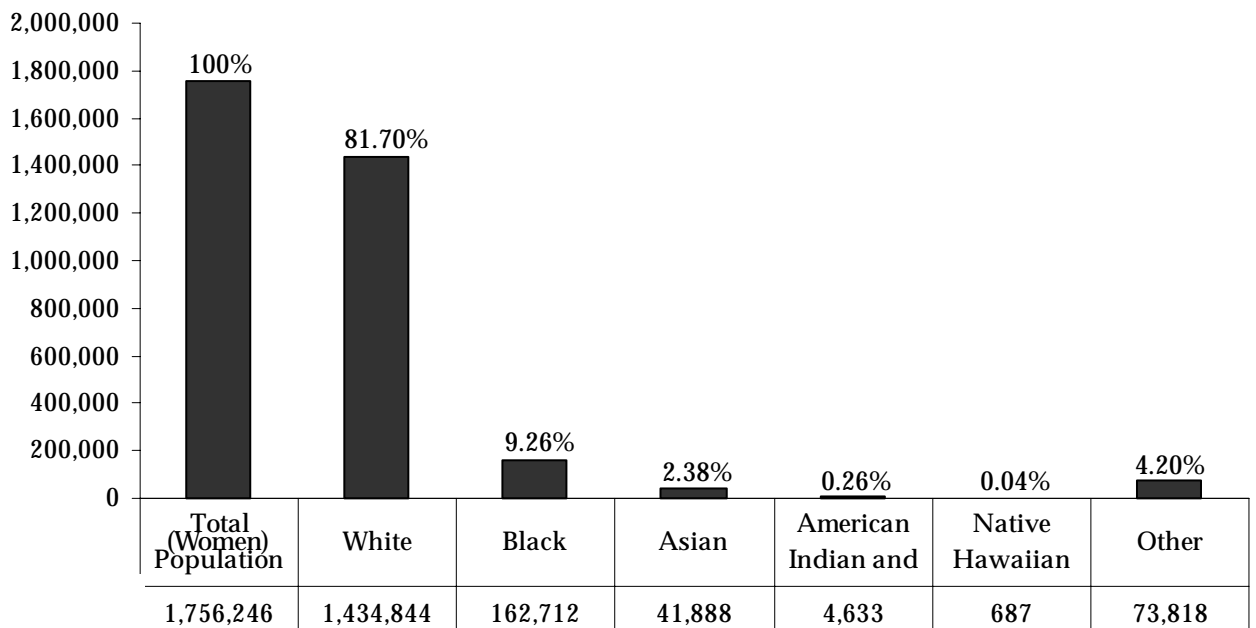
FACTS about Connecticut Women

demographics

Racial/Ethnic Background of CT Women

The following charts demonstrates the racial/ethnic backgrounds of Connecticut women.

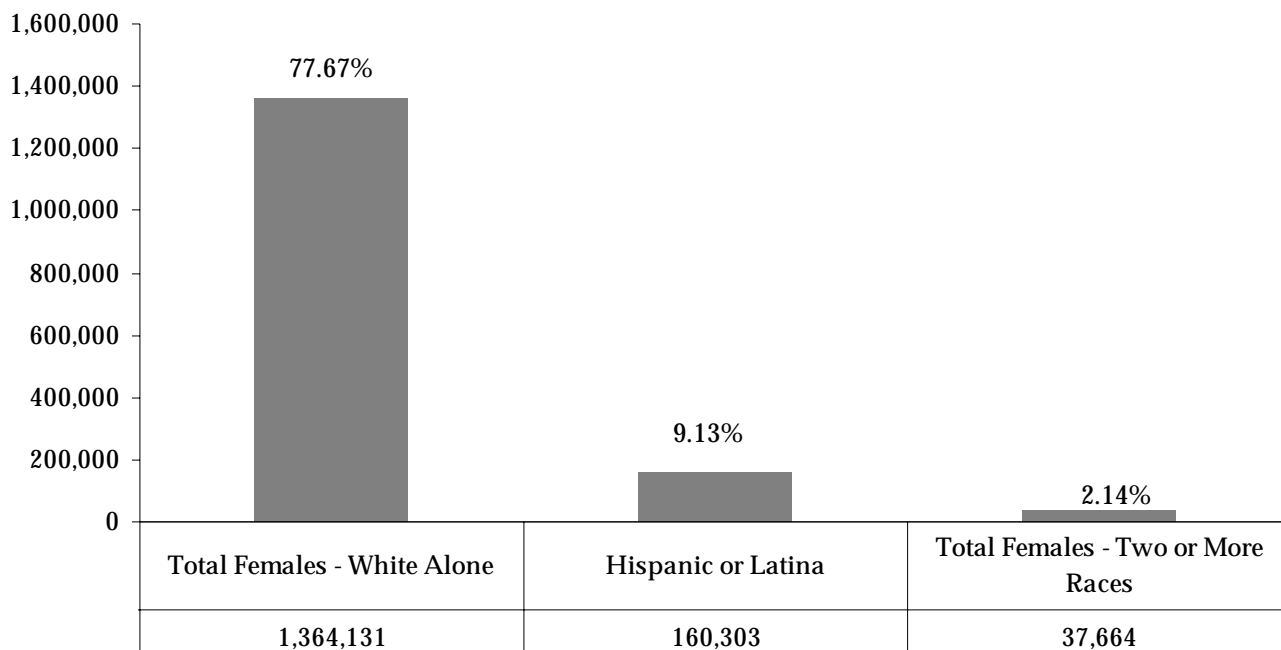
Racial/Ethnic Background of CT Women - 2000



Source: US Census Bureau, American FactFinder, P12A, B, C, D, E, F, Census 2000 Summary File 1 (SF1) 100-Percent Data

FACTS about Connecticut Women

Racial/Ethnic Background of CT Women - 2000 continued



Source: US Census Bureau, American FactFinder, P12G, H, I, Census 2000 Summary File 1 (SF1) 100-Percent Data

FACTS about Connecticut Women

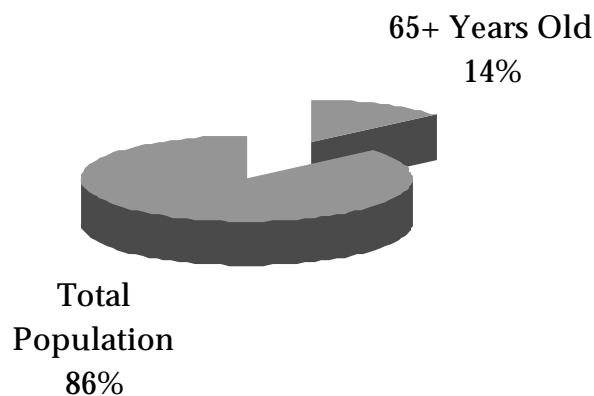
demographics

The Sandwich Generation

People today are living to older ages, a change that has people working, raising children, and caring for older adults who also need care. Almost one out of every four households in Connecticut is involved in giving care to a person aged 65 and older.

Connecticut's Elderly 2000

3,405,565 Total Population



The "Sandwich Generation" refers to the 25% of people over 40 years old who are juggling the responsibilities of raising their own children and caring for a parent or any other older relative.

The average age of family caregivers is 46 years old, and approximately 75% of those who provide care are female.

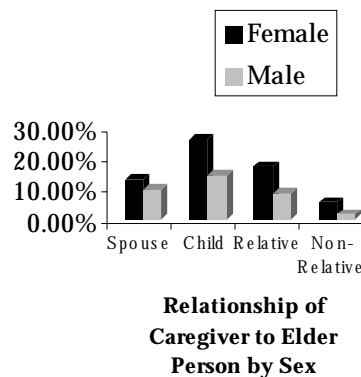
Source: Family Caregiver Alliance Factsheet: Selected Caregiver Statistics and AARP Caregiving, Involving Others

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FACTS about Connecticut Women

The Sandwich Generation continued

Who takes care of the elderly?



Caring for both elderly relatives and children affects women in many different ways:

- Twenty hours a week is spent providing care, on average. Studies have shown that female caregivers spend 50% more time supplying care than male caregivers.
- Over 50% of all caregivers are employed full time. Two-thirds are employed either full or part time. Some caregivers report having to decrease hours at the job, rearrange schedules, or take unpaid leave to meet the responsibilities of caring for another person. Caring for elderly relatives can result in less income, which causes more stress for the caregiver.
- Caregivers experience an array of emotions, including love, burn out, stress, and depression. 49% of all caregivers experience depression and report using prescription drugs for anxiety, depression, and insomnia 2-3 times more often than the rest of the population.

Source: Family Caregiver Alliance Factsheet: Selected Caregiver Statistics and AARP Caregiving, Involving Others

FACTS about Connecticut Women

demographics

Grandparents Raising Grandchildren

The number of children in Connecticut and the United States who are being raised by their grandparents continues to increase. According to 2000 Census figures, 39,797 children under the age of 18 (9.7%) are living in grandparent-headed households.² This is an increase of 27.4%, or 8,561 children since the 1990 Census figures.³

Connecticut ranks 31 (out of 50 states plus the District of Columbia) in the percentage of children under the age of 18 living in grandparent-headed households. The District of Columbia tops the list with 14.5% and the state of North Dakota ranks 51 with 2.4%. The national average is 6.3%.⁴

As of April 1, 2000, 19,928 grandparents in Connecticut are responsible for raising their grandchildren.⁵

¹ U.S. Census Bureau 1990 Census and 2000 Census SF1 100% Data Compiled by AARP Grandparent Information Center

² *Ibid.*

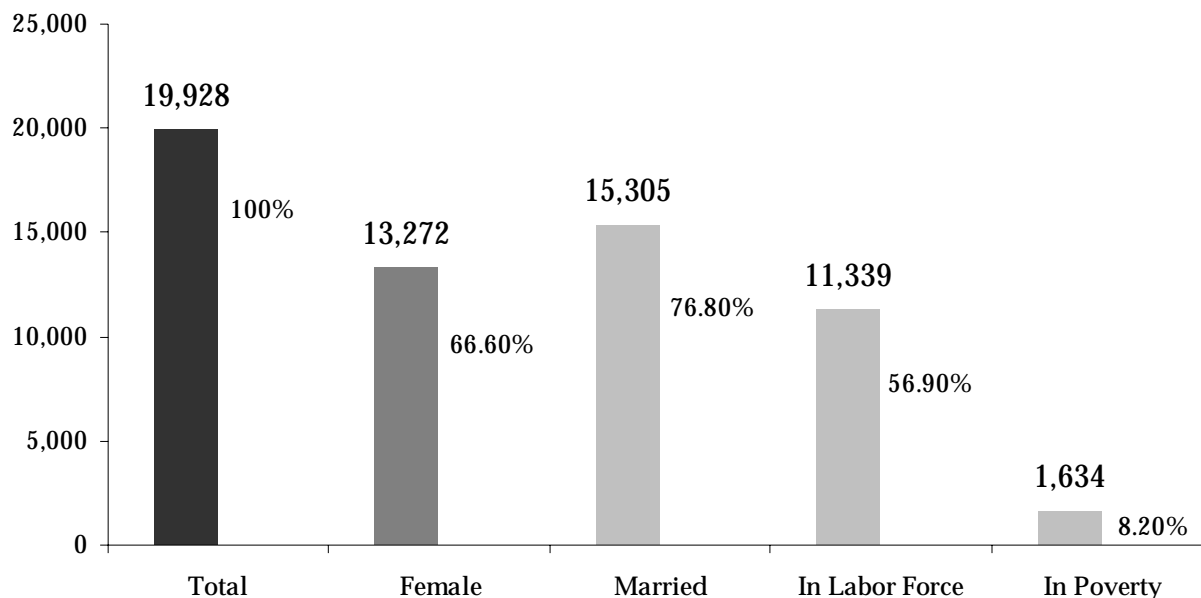
³ *Ibid.*

⁴ *Ibid.*

⁵ US Census Bureau, American FactFinder, QT-02. Profile of Selected Social Characteristics: 2000 Data Set: Census 2000 Supplementary Survey Summary Tables Geographic Area: Connecticut

FACTS about Connecticut Women

Characteristics of Grandparents Responsible for Own Grandchildren Under 18 Years Of Age in CT - 2000



Source: US Census Bureau, American FactFinder, QT-02. Profile of Selected Social Characteristics: 2000
Data Set: Census 2000 Supplementary Survey Summary Tables Geographic Area: Connecticut

FACTS about Connecticut Women

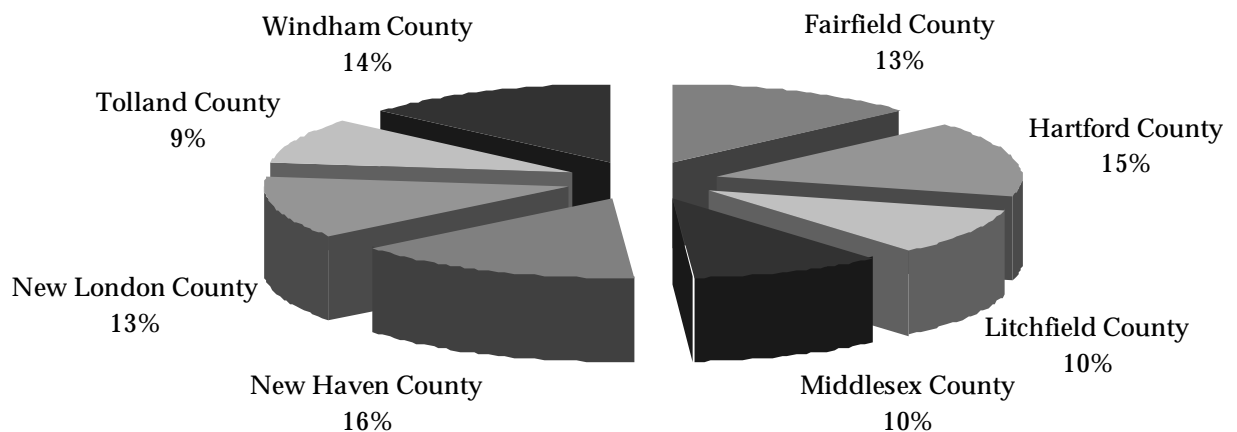
demographics

Female Headed Households

There are 1,301,670 total households in Connecticut. 157,411, or 12.1% of them are female headed householders with children present.¹ 103,224, or 65.6% of them have related children under the age of 18 living with them.² 91,114, or 57.9 of the total households have their own children under the age of 18 in their household.³ 11.6% of the households have children under the age of 6 living in them.

¹ US Census, Profile of General Demographics: 2000, Table DP-1. Geographic Area: Connecticut

Female Headed Households with Children by County CT - 2000

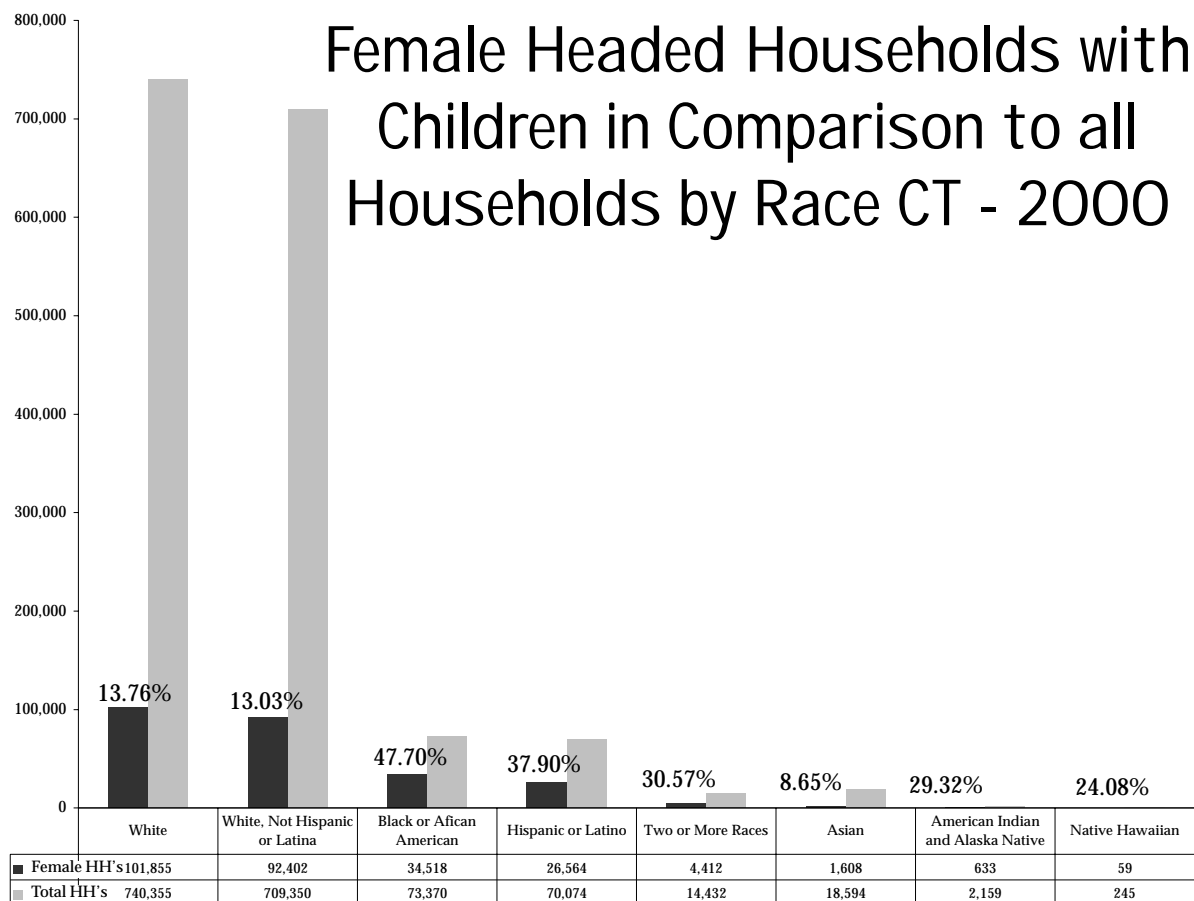


Source: US Census Bureau, GCT-P7, Households and Families: 2000, Data Set: Census 2000 Summary File 1 (SF 1) 100-Percent Data, Geographic Area: Connecticut - County

FACTS about Connecticut Women

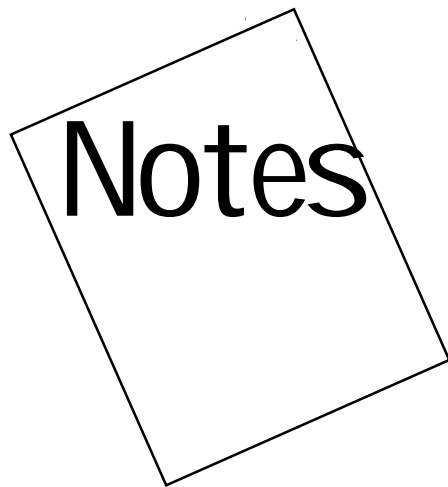
Female Headed Households continued

demographics



Source: US Census 2000, Detailed Tables, P34B, C, D, E, A, G, H, I, Family Type by Presence and Age of Own Children

FACTS **about Connecticut Women**



FACTS about Connecticut Women

Chapter Two

Women in the Labor Force

chapter two

page 25

FACTS about Connecticut Women

women in the labor force

Labor Force Participation

The overall percentage of women in the paid labor force has decreased slightly within the state of Connecticut. In 1970, 45.6% of all Connecticut women age 16 and over were in the labor force.¹ This figure rose to 55.4% in 1980² and then to 60.9% in 1990³ and fell to 57.6% in 2000.⁴

In 2000, 75.3% of all women in the Connecticut labor force were white. African American women made up 13.3% of the female labor force. Women of Hispanic origin made up 8.2%, while Asian and Native American women made up the remaining 2.9 and .3% of the female labor force, respectively.⁵

The number of mothers in the paid labor force continues to rise both within the state of Connecticut and across the country. In 1970 only 27% of mothers with young children participated in the labor force, 41% in 1980 and 60.8% in 1990.⁶ This number grew in 1997, with 71.9% of women with children younger than 18, 77.9% of women with six to 17 year-olds and 64.8% of women with children younger than six working in the labor force.⁷

¹ 1970/1980 Censuses, *Social & Economic Characteristics*.

² 1980 CT Census Data, *General Social and Economic Characteristics*, Table 61.

³ Population Reference Bureau, *What the 1990 Census Tells Us About Women: A State Factbook*.

⁴ Extrapolated from 2000 Census Data, Profile of Selected Economic Characteristics, CT: 2000, Table QT-03, and Age Groups and Sex, CT: 2000, Table QT-P1. The 2000 census tracts women aged 15-19, versus previous census years in which the grouped category started at age 16, consequently this statistic includes 15 year old women which could contribute to the slight decrease in women participating in the labor force.

⁵ The U.S. Equal Employment Opportunity Commission, *2000 EEO-1 Aggregate Report, CT* available at <http://www.eeoc.gov/stats/jobpat/2000/state/ct.html>.

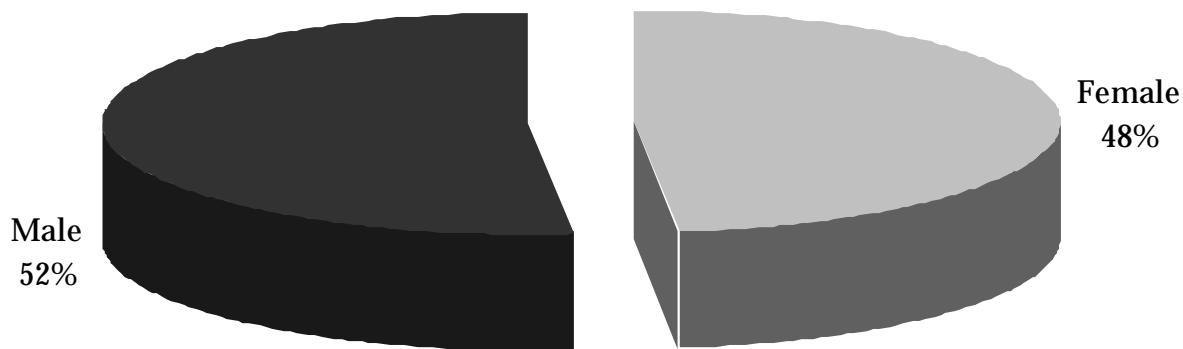
⁶ The Permanent Commission on the Status of Women, *Facts About Connecticut Women*, 1996.

⁷ AFL-CIO, *Facts about Working Women*, available at www.aflcio.org/women/wwfacts.htm.

FACTS about Connecticut Women

Labor Force Participation continued

Gender Composition of the Connecticut Labor Force - 2000



Source: 2000 CT Census

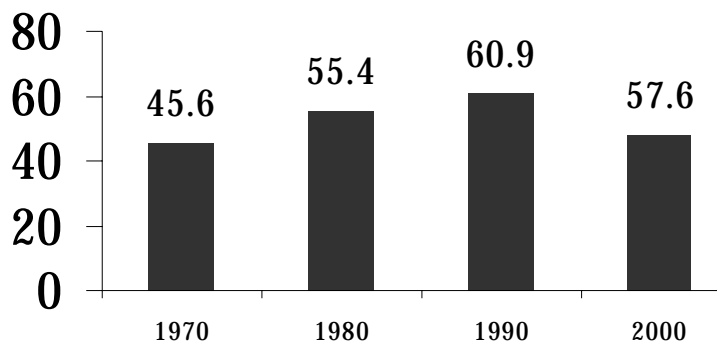
FACTS about Connecticut Women

women in the labor force

Labor Force Participation continued

Growth in Female Labor Participation Within CT 1970 - 2000

Percent of Females Participating

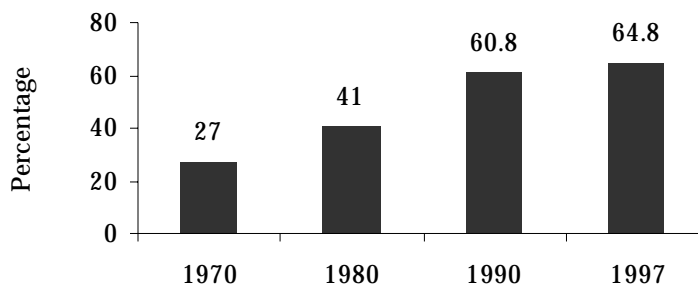


Source: The 1970/1980 U.S. Census "Social and Economic Characteristics, Population Reference Bureau, What the 1990 Census Tells Us About Women: A State Factbook, and The U.S. Equal Employment Opportunity Commission, 2000 EEO-1 Aggregate Report, CT

FACTS about Connecticut Women

Labor Force Participation continued

Percentage of Mothers with Children Under Age Six in the Labor Force 1970 - 1997



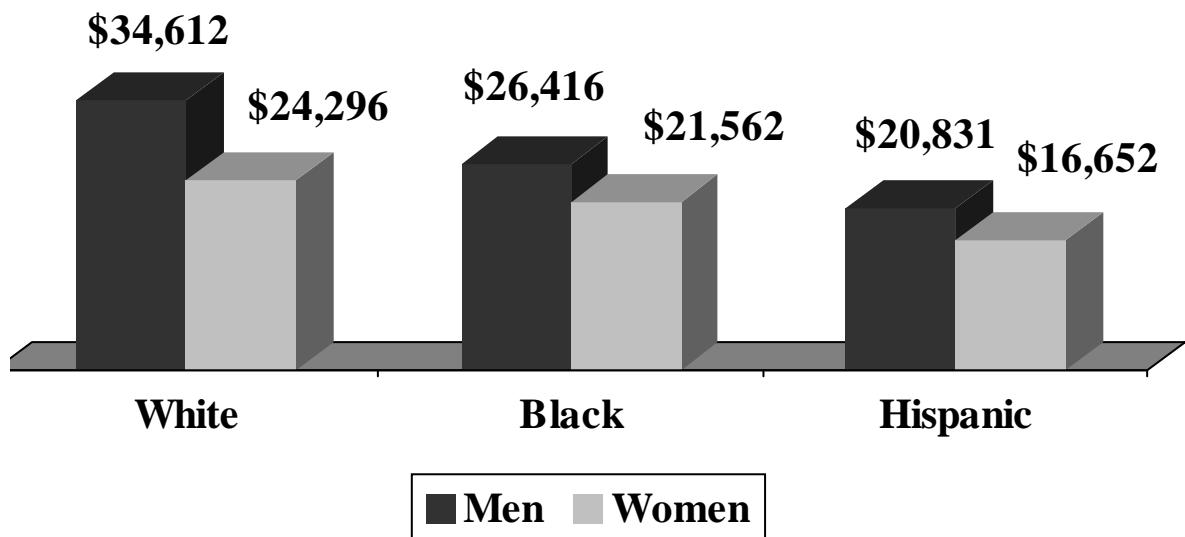
Source: 1980 CT Census, table 101, "Social and Economic Characteristics, 1990 CT Census, *Population and Housing Summary*, File 3A, and AFL-CIO, *Facts About Working Women*

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women in the labor force

Labor Force Participation continued

1999 Median Annual Earnings by Race and Sex in the U.S.

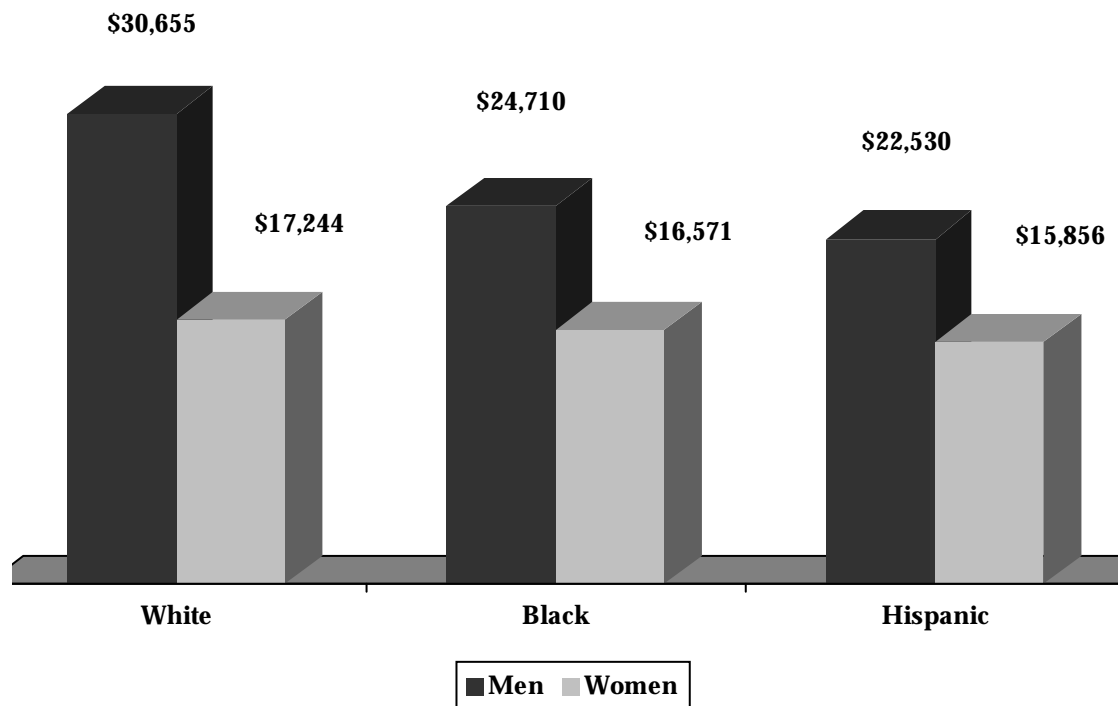


Source: U.S. Census Bureau, Current Population Survey, March 2000, Table 11, pp. 46-51.

FACTS about Connecticut Women

Labor Force Participation continued

1999 Median Annual Earnings for High School Graduates in the U.S.



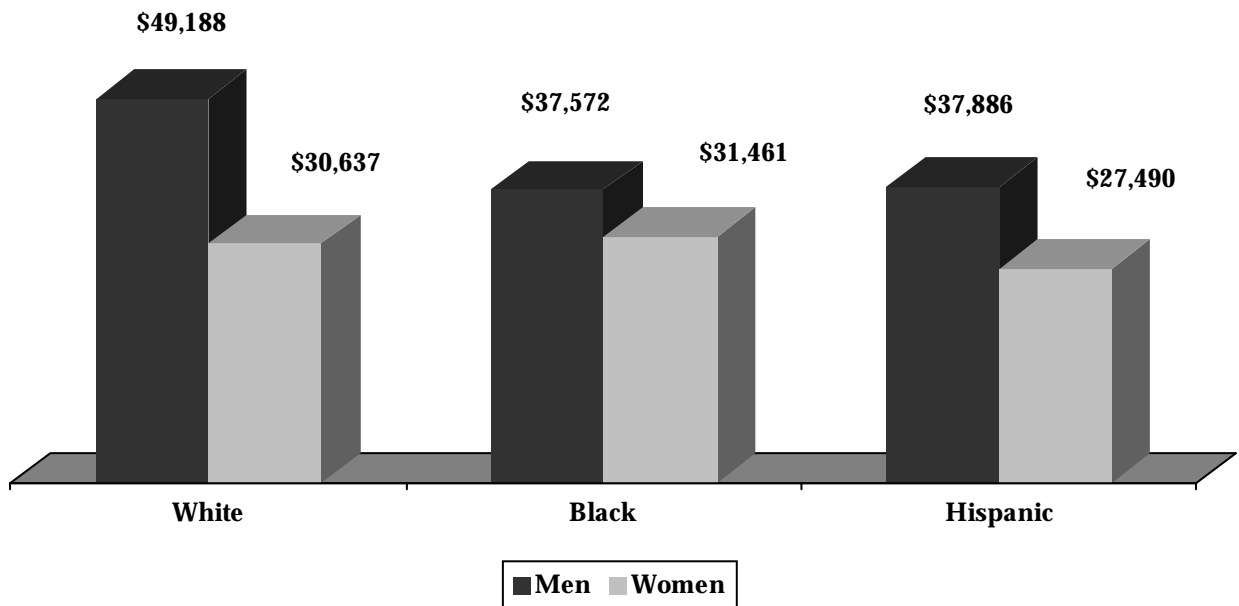
Source: U.S. Census Bureau, Current Population Survey, March 2000, Table 11, pp. 46-51.

FACTS about Connecticut Women

women in the labor force

Labor Force Participation continued

1999 Median Annual Earnings for College Graduates in the U.S.



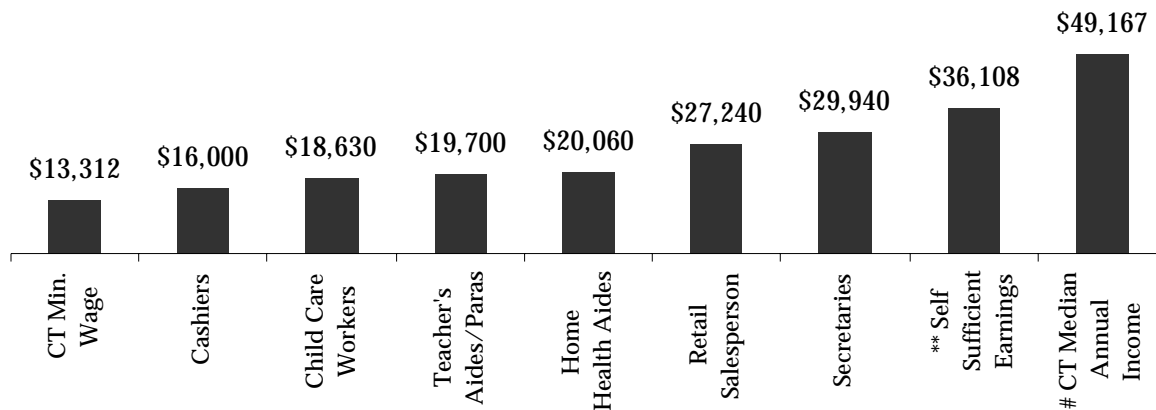
Source: U.S. Census Bureau, Current Population Survey, March 2000, Table 11, pp. 46-51.

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FACTS about Connecticut Women

Labor Force Participation continued

1999 Median Annual Earnings in Female-Dominated Occupations in CT



**Based on the self-sufficiency standard for a family with one parent, one preschooler and one school-age child in the New Haven Region, CT in 1998 from *The Self-Sufficiency Standard for Connecticut*, prepared by Diana Pearce, Ph.D. and Jennifer Brooks, Fall 1999, p. 11.

Based on 1998-99 averages from the *Current Population Survey*, U.S. Census Bureau, March 2000, Table D, p. xvi.

Source: CT Occupational Employment & Wages, CT Department of Labor, based on 1998-1999 estimates at www.ctdol.state.ct.us/lmi

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women in the labor force

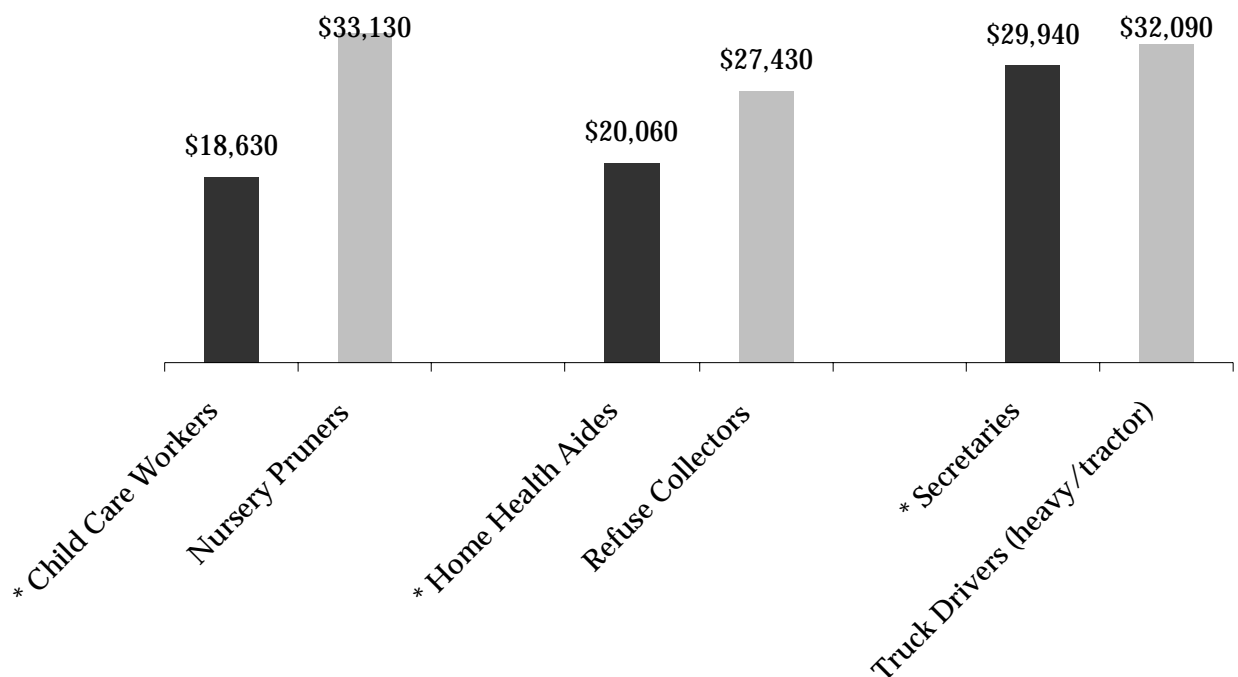
FACTS about Connecticut Women

women in the labor force

Labor Force Participation continued

Comparison of 1999 Median Annual Earnings in Certain Female and Male Dominated Occupations in CT

*Indicates female-dominated occupations



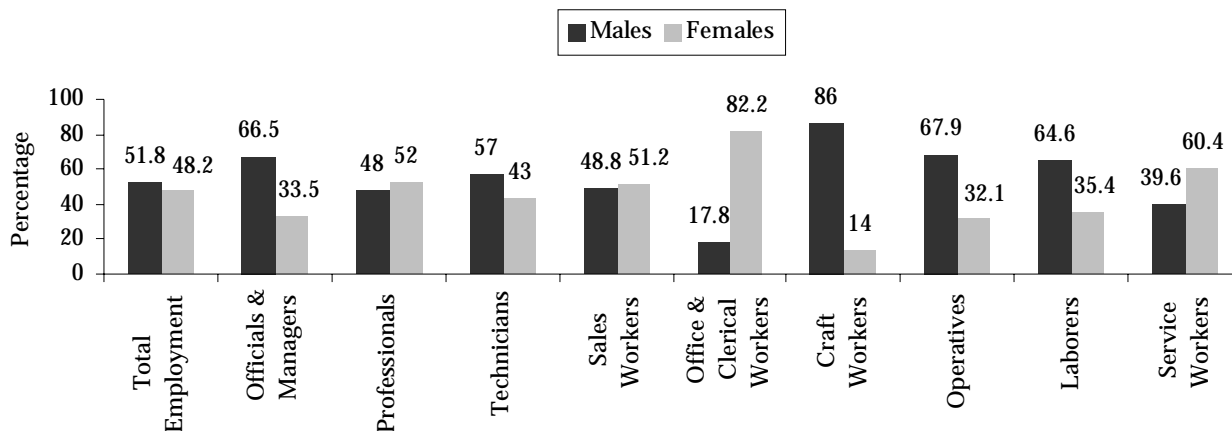
Source for Charts: Connecticut Occupational Employment & Wages, Connecticut Department of Labor based on 1998-1999 estimates at www.ct.dol.state.ct.us/lmi.

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FACTS about Connecticut Women

Labor Force Participation continued

CT Females and Males Employed Within Various Occupational Categories - 2000



Source for Charts: Connecticut Occupational Employment & Wages, Connecticut Department of Labor based on 1998-1999 estimates at www.ct.dol.state.ct.us/lmi.

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women in the labor force

FACTS about Connecticut Women

women in the labor force

Labor Force Participation continued

CT Employees by Percentage Within Various Occupational Categories by Race and Gender - 2000

	Officials & Mgrs.	Professionals	Technicians	Sales Workers	Office & Clerical Worker	Craft Workers	Operatives	Laborers	Service Workers
White Males	61.6	42.4	49.7	37.8	13.0	70.6	42.2	36.2	20.2
White Females	30.4	45.0	35.4	39.4	64.3	11.2	21.3	20.8	33.4
African American Males	2.0	1.6	3.5	4.5	2.7	6.7	9.6	12.4	9.3
African American Females	1.6	3.1	4.2	7.4	11.6	2.2	5.2	5.3	17.3
Hispanic Males	1.4	1.1	1.3	3.2	1.5	5.8	10.1	12.9	8.7
Hispanic Females	0.8	1.3	1.5	4.8	5.0	1.3	6.8	8.2	8.8
Asian American Males	1.3	2.6	1.8	1.1	0.5	1.6	2.5	1.7	0.8
Asian American Females	0.7	2.0	1.3	1.3	1.2	0.4	2.1	2.0	0.9
Native American Males	0.1	0.2	0.2	0.3	0.1	0.2	0.2	0.4	0.4
Native American Females	0.1	.01	.01	0.3	0.2	0.0	0.1	0.1	0.2

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FACTS about Connecticut Women

Labor Force Participation continued

Work Arrangements

Between the late 70's and the late 90's, Connecticut married couples with children increased their work effort by nearly 12 weeks of full time work per year.¹ During that same period, Connecticut single parent families also markedly increased the average number of hours worked each year by nearly eight weeks.² Throughout this period, Connecticut families worked more than comparable families nationally.³

In 1998-1999, the majority of Connecticut female workers, 67.6% work full-time jobs, 24.5% work part-time jobs, 6.8% are self-employed and 1.1% work for temporary help agencies.⁴

¹ Shelley Geballe and Douglas Hall, *The State of Working Connecticut*, 2001, p. 17 available at www.ctkidslink.org

² *Ibid.*, p. 18

³ *Ibid.*, p. 17

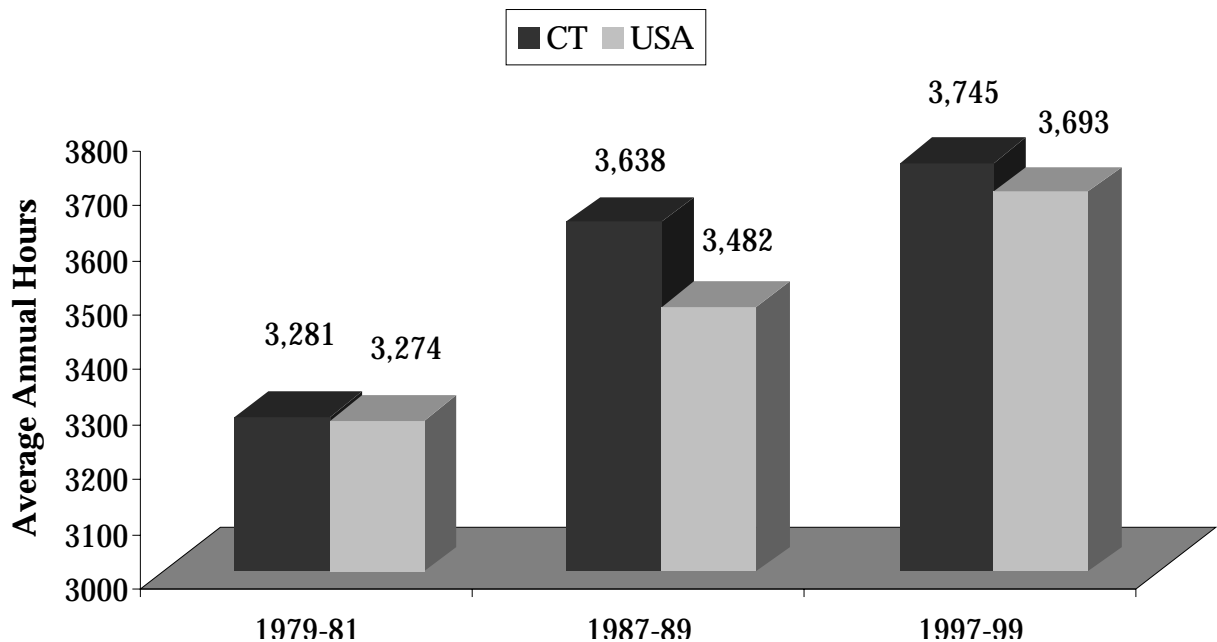
⁴ *Ibid.*, p. 16

FACTS about Connecticut Women

women in the labor force

Labor Force Participation continued

Hours Worked Per Year by Married Couple Families 1997 - 1999

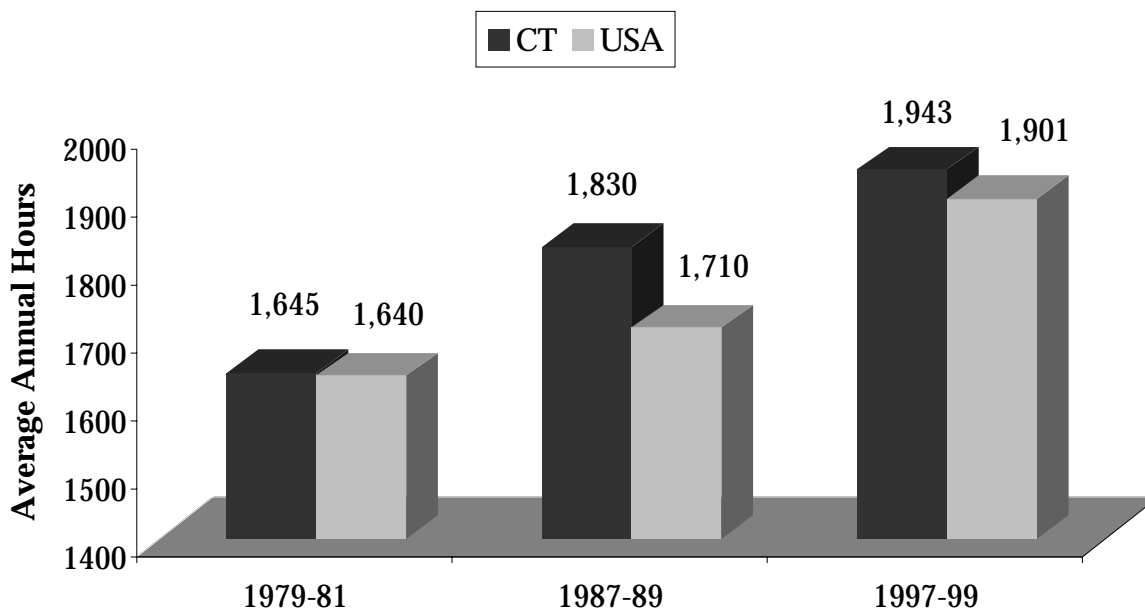


Source: Shelley Geballe and Douglas Hall, The State of Working Connecticut, 2001

FACTS about Connecticut Women

Labor Force Participation continued

Hours Worked Per Year by Single Parent Families 1997 - 1999



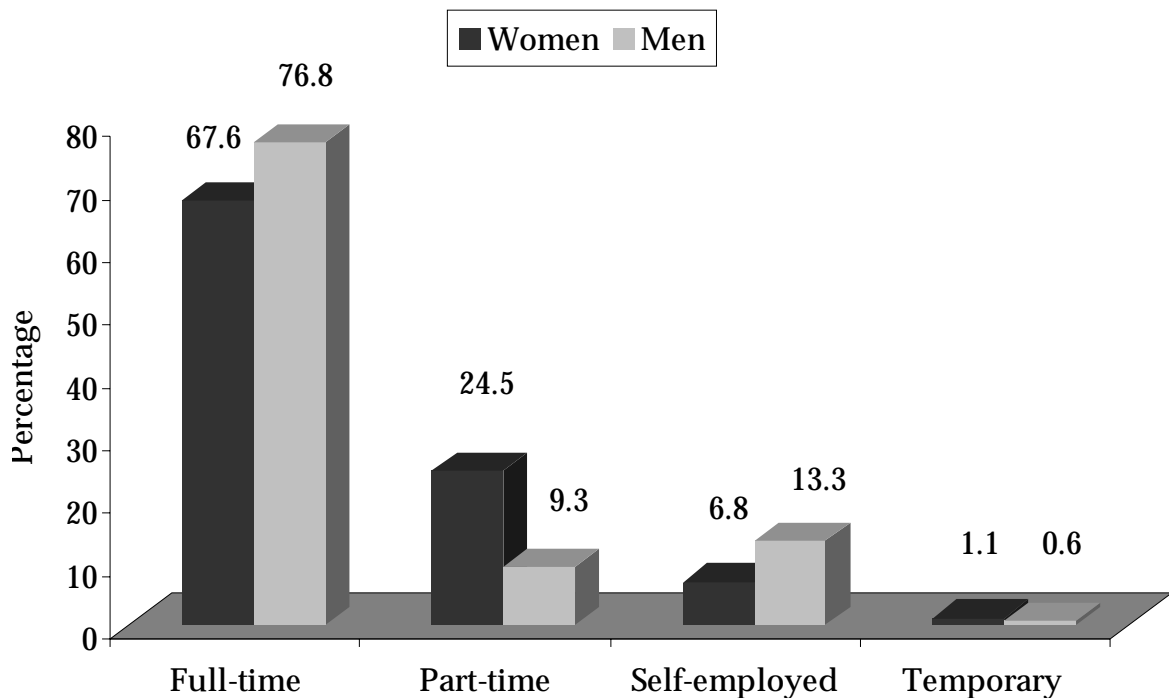
Source: Shelley Geballe and Douglas Hall, The State of Working Connecticut, 2001

FACTS about Connecticut Women

women in the labor force

Labor Force Participation continued

Work Arrangements by Gender CT 1998 - 1999



Source: Shelley Geballe and Douglas Hall, The State of Working Connecticut, 2001

FACTS about Connecticut Women

Labor Force Participation continued

Glass Ceiling-National

The “glass ceiling” has come to mean an invisible but virtually impenetrable barrier between women and the executive suite, preventing them from reaching the highest levels of the corporate world regardless of their accomplishments and merits. The term refers to the specific attitudinal and organizational barriers that severely limit opportunities for the upward mobility of qualified women candidates.¹

In 1995, the Glass Ceiling Commission conducted important research regarding women in the paid labor force.² The federal bipartisan commission was established to study the artificial barriers that impede the advancement of women and minorities into the higher levels of most major corporations and businesses.

Their findings include the fact that 95 to 97% of the senior managers of Fortune 1000 industrial and Fortune 500 companies are male and 97% are white. Furthermore, when women and minorities are in these positions they are paid less than their white male counterparts. The Commission found that societal barriers (prejudice, bias, unequal educational opportunities), internal structural barriers (insufficient recruitment, lack of mentoring, differential standards for performance evaluation) and government barriers (inconsistent law enforcement, inadequate reporting) all play a part in preventing the advancement of women and minorities in these corporations.

While there is some indication that women managers are doing better than they were in the past, the glass ceiling remains firmly in place. For example, in 1999 women made up 46.5% of the workforce; however, they represented only 12% of all corporate officers.³

In 2002, the U.S. General Accounting Office (GAO), per the request of Representatives Dingell and Maloney, compiled data from the Current Population Survey (CPS) to determine how women in management progressed between 1995 and

FACTS about Connecticut Women

women in the labor force

Labor Force Participation continued

Glass Ceiling-National continued

2000, and to understand the continuing impact of the glass ceiling on women's advancement.⁴ The GAO reported that despite a sense of continued progress toward gender equality in the workplace, the majority of women managers were worse off, relative to men, in 2000 than they were in 1995. This increase in the wage gap during this time period is particularly troubling because it was a time of overall economic prosperity.

In ten industries employing 71% of U.S. women workers and 73% of U.S. women managers, the data show that women managers continue to lag behind their male counterparts in both advancement and pay. The key findings indicate: 1) full-time women managers earned less than their male counterparts in both 1995 and 2000; 2) in 7 of the 10 industries, the earnings between full-time female and male managers actually widened between 1995 and 2000; and; 3) in only 5 of the 10 industries reviewed do women hold a share of management jobs proportionate to their share of the industry workforce. Thus, women's record presence in the workforce is not matched by their presence in the more influential and economically advantageous positions.

Advancement is often constrained by the time women take out of the workforce to raise their family; men rarely take this time. The CPS data suggest that combining parenthood with advancement into management is particularly difficult for women. Female managers, especially those with children under 18, are more likely to work part-time than their male counterparts, which makes advancement more difficult. Part-time workers tend to be seen as secondary employees and therefore not as important to a company's worth or growth.

FACTS about Connecticut Women

Labor Force Participation continued

Glass Ceiling-National continued

¹ U.S. General Accounting Office, *A New Look Through the Glass Ceiling: Where are the Women?, The Status of Women in Management in Ten Selected Industries*, January 2002, p. 5 citing "The Unfinished Agenda: Women and the Legal Profession," American Bar Association, 2001, 6-8.

² Federal Glass Ceiling Commission's 1995 Fact Finding Report, *Good for Business: Making Use of the Nation's Human Capital*.

³ *Status of Women in Management in Ten Selected Industries*, January 2002, p. 4 citing http://www.catalystwomen.org/Press_Room/press_releases/1999_cote.htm.

⁴ U.S. General Accounting Office, *A New Look Through the Glass Ceiling: Where are the Women?, The Status of Women in Management in Ten Selected Industries*, January 2002,

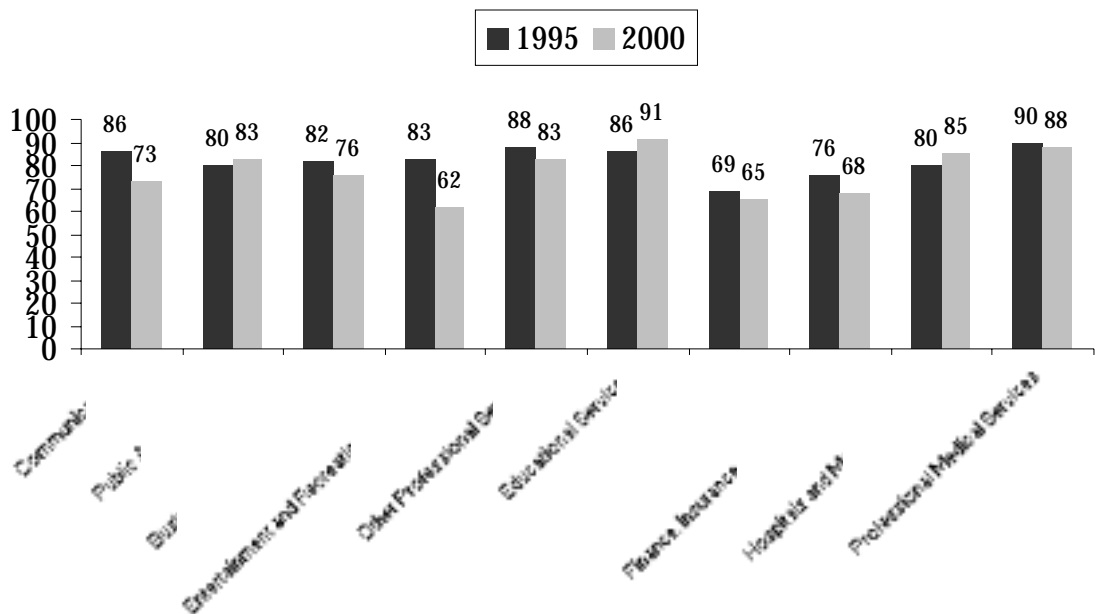
FACTS about Connecticut Women

women in the labor force

Labor Force Participation continued

Full-Time Women Managers, Wage Gap Based on Gender - 1995 and 2000

Earning in Cents Compared to Every
\$1.00 Male Full-time Managers Earned

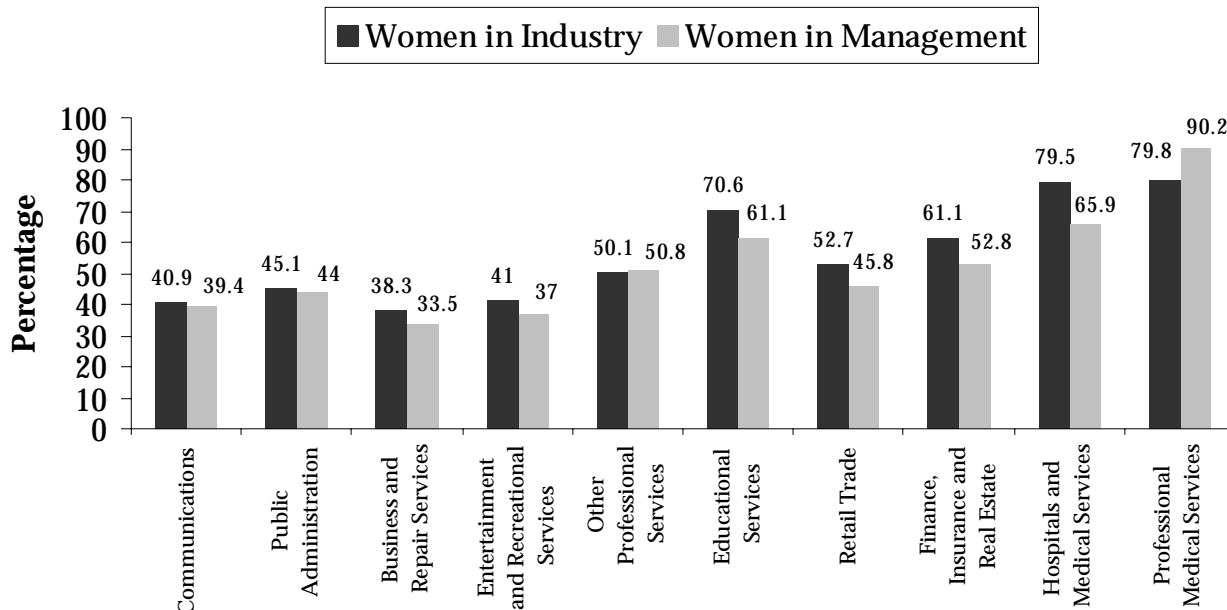


Source: U.S. General Accounting Office, *A New Look Through the Glass Ceiling: Where are the Women?, The Status of Women in Management in Ten Selected Industries*, January 2002

FACTS about Connecticut Women

Labor Force Participation continued

Representation of Women in Management - 2000



Source: U.S. General Accounting Office, *A New Look Through the Glass Ceiling: Where are the Women?, The Status of Women in Management in Ten Selected Industries*, January 2002

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Labor Force Participation continued

Glass Ceiling - Connecticut

Top 100 Public Companies in Connecticut

Boards of Directors

The PCSW surveyed the Top 100 public companies by annual revenues in Connecticut as reported by the Hartford Courant in the summer of 2001. Of these 100 companies the PCSW was able to gather data about the diversity of Boards of Directors from 83 companies. Of these 83 companies 49 companies (59%) did not have any women on their boards of directors. The businesses surveyed are (in order of their size):

1. General Electric Company
2. Aetna, Inc.
3. United Technologies Corporation
4. Xerox Corporation
5. Tosco Corporation
6. The Hartford Financial Services
7. Northeast Utilities
8. Praxair, Inc.
9. Oxford Health Plans, Inc.
10. Ames Department Store
11. Pitney Bowes, Inc.
12. Emcor Group
13. Crompton Corporation
14. United Rentals, Inc.
15. The Stanley Works
16. Terex Corporation
17. Silgan Holdings, Inc.
18. Citizens Communication
19. W. R. Berkley Corporation
20. Olin Corporation
21. UST, Inc.
22. Crane Co.
23. IMS Health, Inc.
24. Hubbell, Inc.

FACTS about Connecticut Women

Labor Force Participation continued

Glass Ceiling-Connecticut

Top 100 Public Companies in Connecticut

25. Applera Corporation
26. Amphenol Corporation
27. Priceline.Com, Inc.
28. Blyth, Inc.
29. Advo, Inc.
30. Student Loan Corporation
31. People's Bank
32. Hexcel Corporation
33. Kaman Corporation
34. PanAmSat Corporation
35. Arch Chemicals, Inc.
36. United Natural Foods, Inc.
37. Webster Financial Corporation
38. Gartner, Inc.
39. Ethan Allen Interiors
40. Playtex Products, Inc.
41. MacDermid, Inc.
42. Star Gas Partners LP
43. Barnes Group, Inc.
44. UIL Holdings Corporation
45. Gerber Scientific, Inc.
46. XTRA Corporation
47. World Wrestling Federation Entertainment, Inc.
48. Member Works Incorporated
49. ATMI Incorporated
50. Lydall Incorporated
51. Rogers Corporation
52. Electric Lightwave, Inc.
53. CUNO Incorporated
54. Raytech Corporation
55. Genesee and Wyoming, Inc.
56. TransPro Incorporated
57. Sturm, Ruger & Company, Inc.

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women in the labor force

FACTS about Connecticut Women

women in the labor force

Labor Force Participation continued

Glass Ceiling-Connecticut

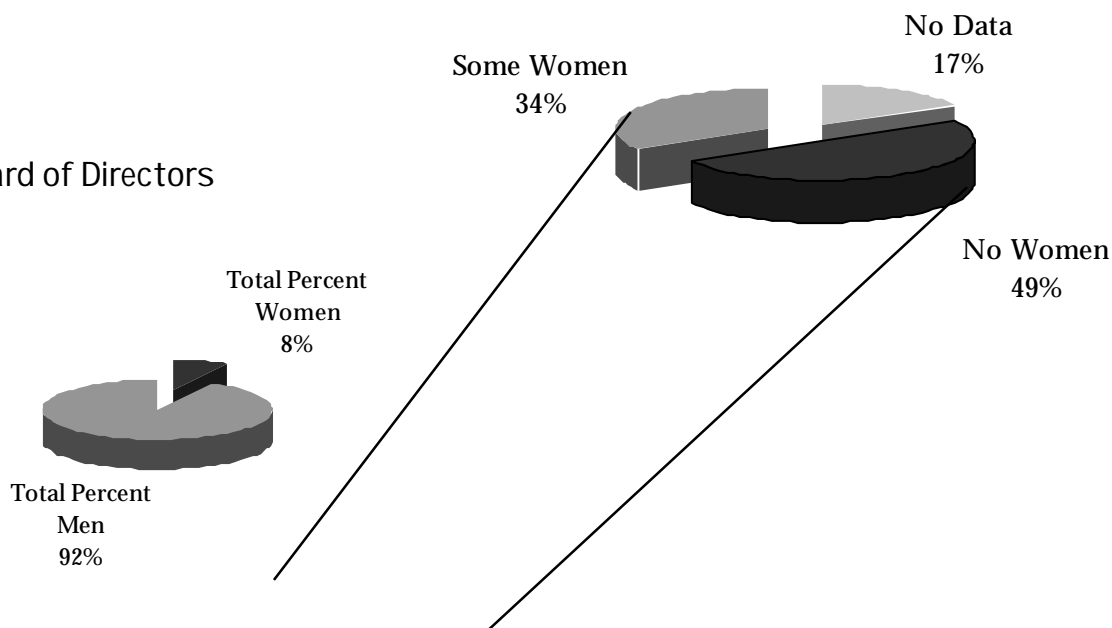
Top 100 Public Companies in Connecticut

- | | |
|---------------------------------------|---------------------------------------|
| 58. Baldwin Technology, Inc. | 83. Lexington Healthcare Group Inc |
| 59. Cyberian Outpost, Inc. | 84. First Federal Savings and Loan |
| 60. OMI Corporation | 85. Information Holdings, Inc. |
| 61. General Datacomm Industries, Inc. | 86. Trans-Lux Corporation |
| 62. Packard Bioscience Company | 87. American Bank Connecticut |
| 63. Cannondale Corporation | 88. Farrel Corporation |
| 64. Equivest Finance, Inc. | 89. SS&C Technologies, Inc. |
| 65. TranSwitch Corporation | 90. First International Bancorp, Inc. |
| 66. American Financial Holdings | 91. TransAct Technologies, Inc. |
| 67. Mercator Software | 92. Internet.Com Corporation |
| 68. Modem Media, Inc. | 93. Bancorp Connecticut, Inc. |
| 69. FactSet Research Systems | 94. EDAC Technologies |
| 70. Swiss Army Brands, Inc. | 95. Novamatrix |
| 71. Independence Holding Company | 96. Hungarian Telephone & Cable Corp. |
| 72. Arch Capital Group Ltd | 97. Farmstead Telephone Group, Inc. |
| 73. Moore Medical Corporation | 98. Security Capital Corporation |
| 74. META Group | 99. Connecticut Water Service, Inc. |
| 75. Connecticut Bancshares | 100. PrimeEnergy Corporation |
| 76. First Aviation Services | |
| 77. Dianon Systems, Inc. | |
| 78. Opticare Health Systems | |
| 79. Axsys Technologies, Inc. | |
| 80. Eastern Company | |
| 81. Zygo Corporation | |
| 82. TRC Cos., Inc. | |

FACTS about Connecticut Women

Labor Force Participation continued Glass Ceiling-Connecticut continued

Top 100 Public Companies (by annual Revenue) Board of Directors Inclusion of Women



Source: Survey by PCSW, completed by companies and official company websites

FACTS about Connecticut Women

women in the labor force

Labor Force Participation continued Glass Ceiling-Connecticut continued

The highest representation of women on a Board of Directors was at Packard Bioscience where four out of ten members (40%) are female.

Ten CT Public Companies having the Highest Percentage of Women Serving on their Board of Directors (by annual revenues)

	Total number on Board of Directors (BOD)	Female BOD	Male BOD	% Female
Packard Bioscience Company (62)*	10	4	6	40
Mercator Software (67)*	5	2	3	33
Aetna Inc. (2)*	12	4	8	40
Connecticut Water Service, Inc. (99)*	11	3	8	27
The Stanley Works (15)*	8	2	6	25
Xerox Corporation (4)*	13	3	10	23
General Electric Company (1)*	19	4	15	21
People's Bank (31)*	10	2	8	20
The Hartford Financial Services (6)*	11	2	9	18
Playtex Products Inc. (40)*	11	2	9	18

* Company rating in the Top 100 Companies by the Hartford Courant.

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Source: Survey by PCSW, completed by companies and official company websites.

FACTS about Connecticut Women

Labor Force Participation continued Glass Ceiling-Connecticut continued

Senior Management

Of the Top 100 Companies we were only able to collect information on only 84 companies. Of the 84 companies, 50 (59%) had no women in the top management. Information collected on senior management was based on the top 5 positions of the company because of varying management structures.

The majority of the positions were Chief Financial Officer, Chief Executive Officer, Chief Operating Officer, Presidents, Vice Presidents, Senior Vice Presidents, and Executive Vice Presidents. The five positions were determined by the order in which the company listed them on the survey, and also the order in which they were listed in annual reports or on official company websites.

The following is a ranking of the companies based on percentage of women in management and then the companies ranking based on the Hartford Courant's Ranking.

Ten CT Public Companies Having the Highest Percentages of Women in Senior Management (by annual revenues) in CT

Company Name	% Women in Senior Management
Pitney Bowes (11)*	50%
Xerox Corporation (4)*	40%
Advco Inc. (29)*	40%
Ethan Allen Interiors (39)*	40%
World Wrestling Federation (47)*	40%
Arch Capital (72)*	33%
Aetna (2)*	20%
Northeast Utilities (7)*	20%
Crompton Corp. (13)*	20%
UST Inc. (21)*	20%

The highest representation of women on a Board of Directors was at Packard Bioscience with four out of ten members (40%) are female.

**Company rating in the Top 100 companies by based the Hartford Courant.
Of these 100 companies the PCSW was able to gather data about Board of Director diversity from 83 companies. Of these 83 companies 49 companies (59%) did not have any women on their board of directors.*

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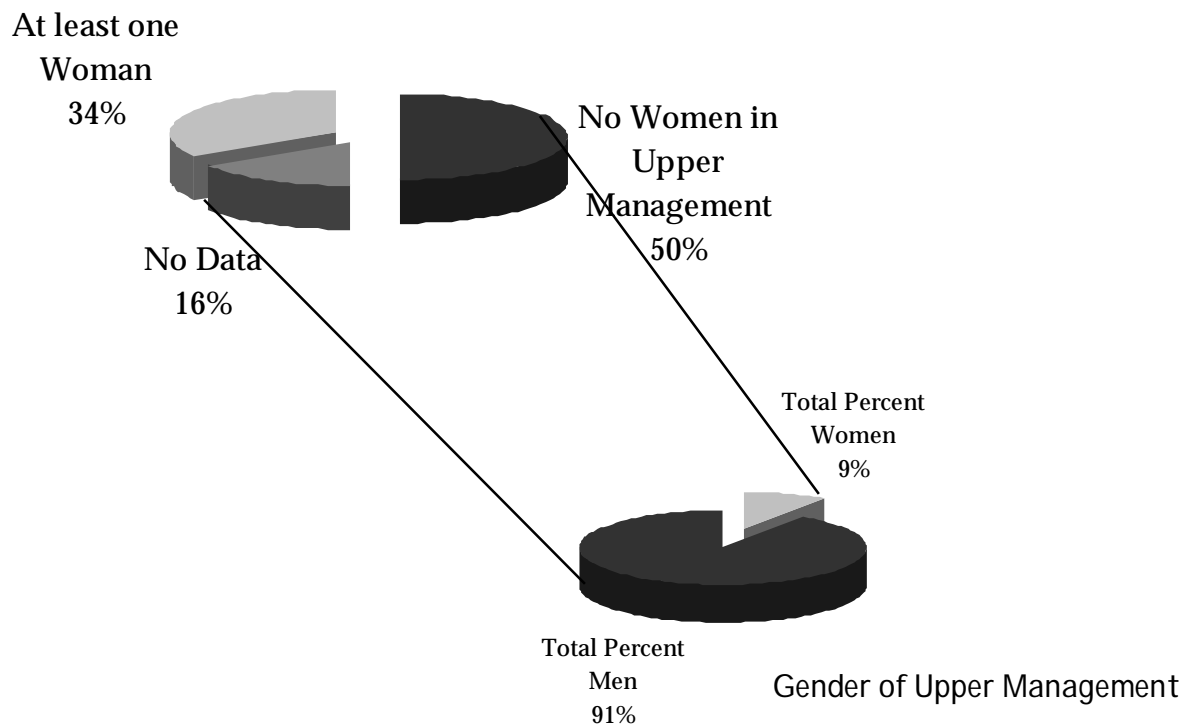
women in the labor force

FACTS about Connecticut Women

women in the labor force

Labor Force Participation continued Glass Ceiling-Connecticut continued

Women in Senior Level Management of the Top 100
Public Companies in CT (by annual revenues)



Source: Survey by PCSW, completed by companies and official company websites

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FACTS about Connecticut Women

Labor Force Participation continued

Unemployment

Since 1979, Connecticut's unemployment rate has been lower than the national average, and among the lowest of all states. It has dropped from 5.1% in 1979 to 3.7% in 1989, to 2.3% in 2000.¹ In November 2000, Connecticut's unemployment rate reached an historic low of 1.7%.² Since March 2001, Connecticut's unemployment rate has been increasing. In December 2001, Connecticut's seasonally-adjusted unemployment rate was 3.6%, compared to 3.2% in July 2001, 3% in June 2001 and 2.2% in June 2000.

Unemployment rates for women tend to be similar to unemployment rates for men. Overall, rates are lowest for whites and highest for people of color. As of December 2001, Connecticut had an average unemployment rate of 3.1, of which women represented 43.6% and minorities 34.2%. A specific breakdown of unemployment rates for whites, blacks, and Hispanics in Connecticut is described in the following chart. Data for individuals of other racial/ethnic backgrounds are not available. The duration and reason for unemployment for Connecticut women are also described in separate charts.

Underemployment³

Connecticut workers aged 18-35 with less than a high school education are twice as likely to be under-employed than same-aged workers with a high school diploma. Compared to national averages, under-employment in Connecticut is less common among female workers and more common among male workers. This gender difference is particularly great among workers with less than a high school education.

women in the labor force

FACTS about Connecticut Women

women in the labor force

Labor Force Participation continued

Unemployment continued

¹ Shelley Geballe and Douglas Hall, *The State of Working Connecticut, 2001*, p. 24 available at www.ctkidslink.org.

² *Ibid.*, p. 24

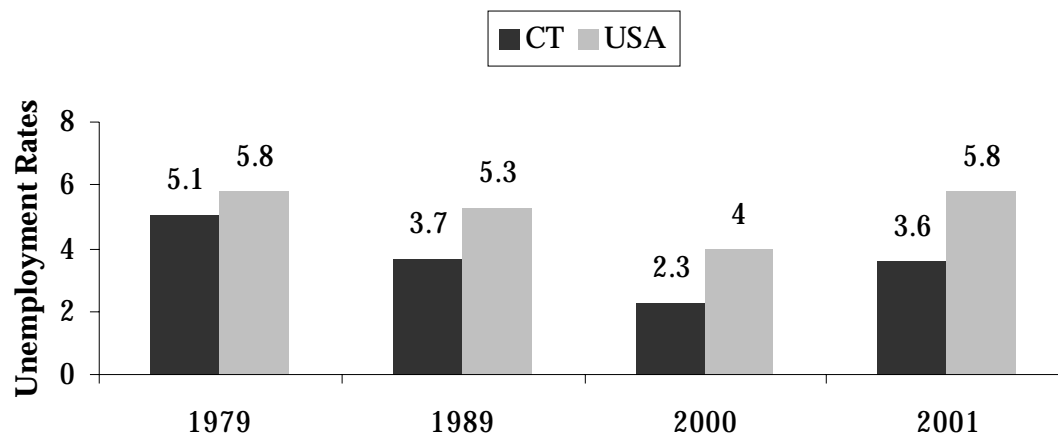
³ *Ibid.*, p. 24

FACTS about Connecticut Women

Labor Force Participation continued

CT v. National Unemployment Rate 1979 - 2001

CT v. National Unemployment Rates 1979-2001



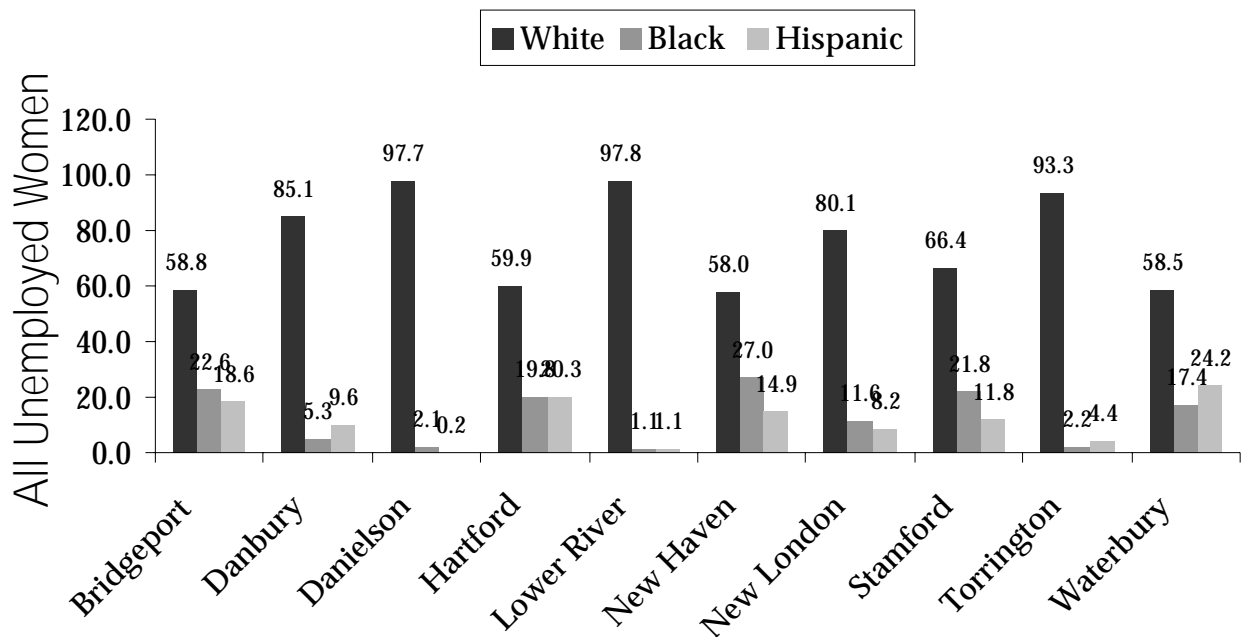
Source: Shelley Geballe and Douglas Hall, The State of Working Connecticut, 2001

FACTS about Connecticut Women

women in the labor force

Labor Force Participation continued

Breakdown of Unemployed Women by Race/Ethnicity and Region in CT December 2001*



* In the Lower River Area, the number of unemployed Black and Hispanic women is less than 10. In the Danielson Area, the number of unemployed Hispanic women is less than 10.

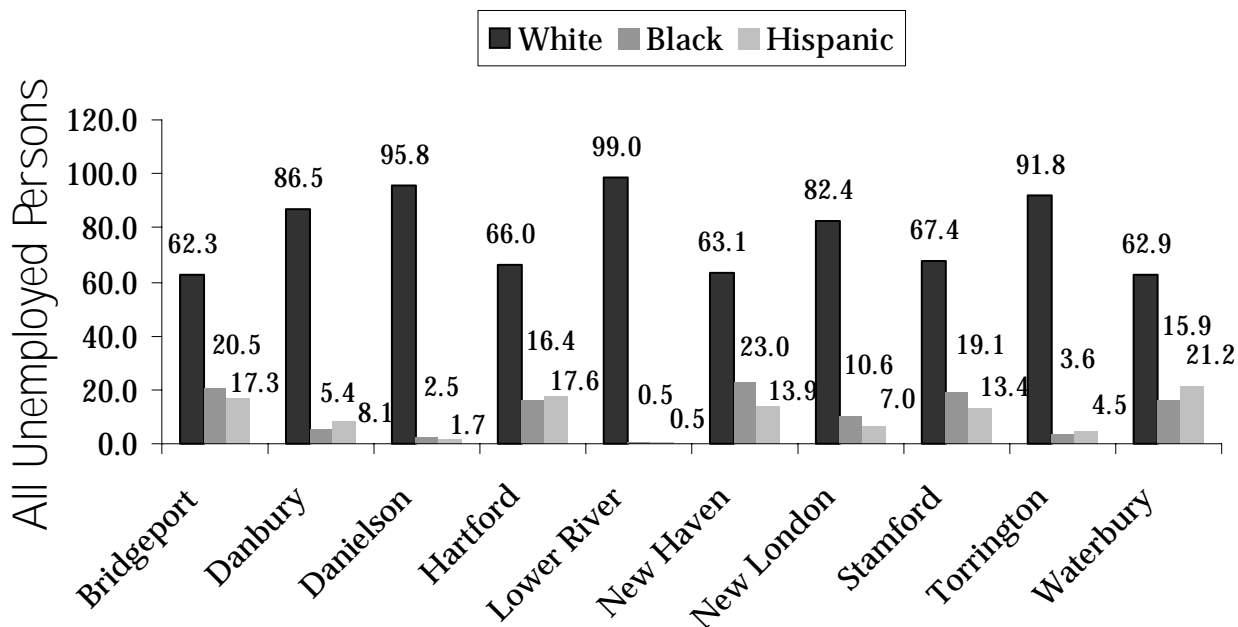
Source: CT Department of Labor, *Estimated Total, Women and Minority Unemployment by Labor Market Area, December 2001*

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FACTS about Connecticut Women

Labor Force Participation continued

Breakdown of All Unemployed Persons by Race/Ethnicity and Region in CT December 2001*



+ In the Lower River Area, the number of unemployed Blacks and Hispanics is less than 10.

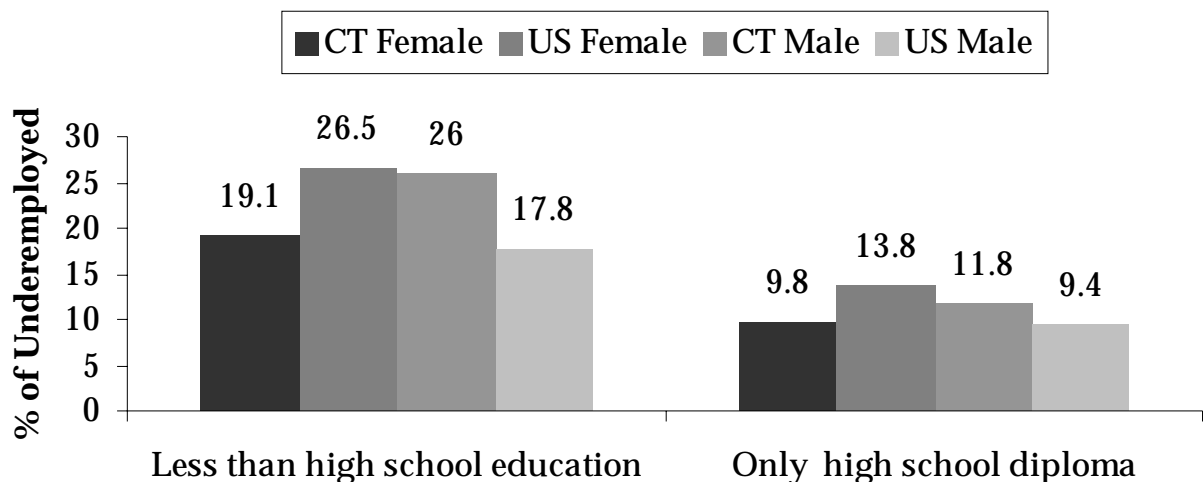
Source: CT Department of Labor, *Estimated Total, Women and Minority Unemployment by Labor Market*

FACTS about Connecticut Women

women in the labor force

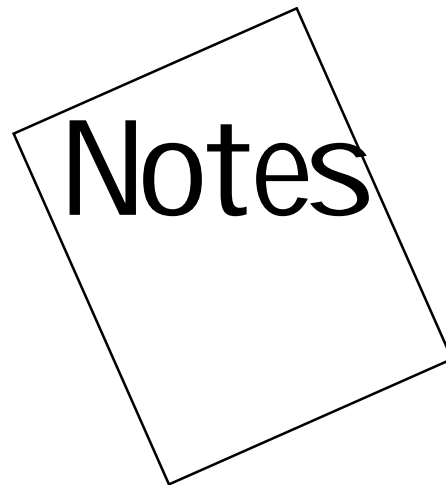
Labor Force Participation continued

Percentage of Workers Who Are Underemployed (aged 18-38) Comparison of CT and U.S. 1997 - 2000



Source: Shelley Geballe and Douglas Hall, The State of Working Connecticut, 2001

FACTS about Connecticut Women



women in the labor force

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FACTS about Connecticut Women

women in the labor force

Labor Force Participation continued

Pensions and Retirement

There has been a steady increase in employers offering pension coverage over the years. Connecticut ranks higher than the national average for pension coverage as a whole as well as for pension coverage for women. In 1997-99, 53.8% of Connecticut employers provided pensions, as compared to 48.7% nationally.¹ In this same time period, 52.5% of Connecticut women had pension coverage compared to 46.5% of women nationally.

Despite this increase in pension coverage, gender differences in pension coverage exist primarily due to the fact that women earn less during their working years, and are concentrated in low-wage, service, part-time, non-union, and small firm jobs where pension coverage is less common. Women are also more likely to take time out of the labor force for child raising or other caregiving responsibilities. Pension benefits are often lost or significantly reduced as a result of these "breaks in service." Of workers retiring in 1996, the median woman had worked 27 years over her lifetime, while the median man had worked 39 years.² In 1998, 25.8% of female workers worked part-time, compared with 10.6% of male workers. Women represented 67.5% of all part-time workers.³ Most pension plans require at least 5 years to earn a right to a benefit. However, women stay at a job an average of 3.8 years as compared to the average of 5.1 years for men.⁴

Racial differences in pension coverage also exist. Minorities have seen a decrease of pension coverage over the years. A specific breakdown of pension coverage for minorities in Connecticut and nationally are described in the following chart.

Social Security is the only source of income for many older women. Social Security is the only source of income for 25% of unmarried women, 9% of married

FACTS about Connecticut Women

Labor Force Participation continued

Pensions and Retirement continued

couples and 20% of unmarried men.⁵ The average social security benefit for women is \$588/mo, compared to \$948/mo for men.⁶

¹ Shelley Geballe and Douglas Hall, *The State of Working Connecticut*, 2001, p. 22 available at www.ctkidslink.org

² U.S. Department of Labor at http://www.dol.gov/dol/wp/public/wb_pusb/achart.htm.

³ U.S. Bureau of Labor Statistics, *Current Population Survey*, October 1998.

⁴ http://www.wiser.heinz.org/pensions_overview.html.

⁵ Social Security Administration, *Office of Policy*, October 1988

⁶ http://www.wiser/heinz.org/yfp_social_security.html.

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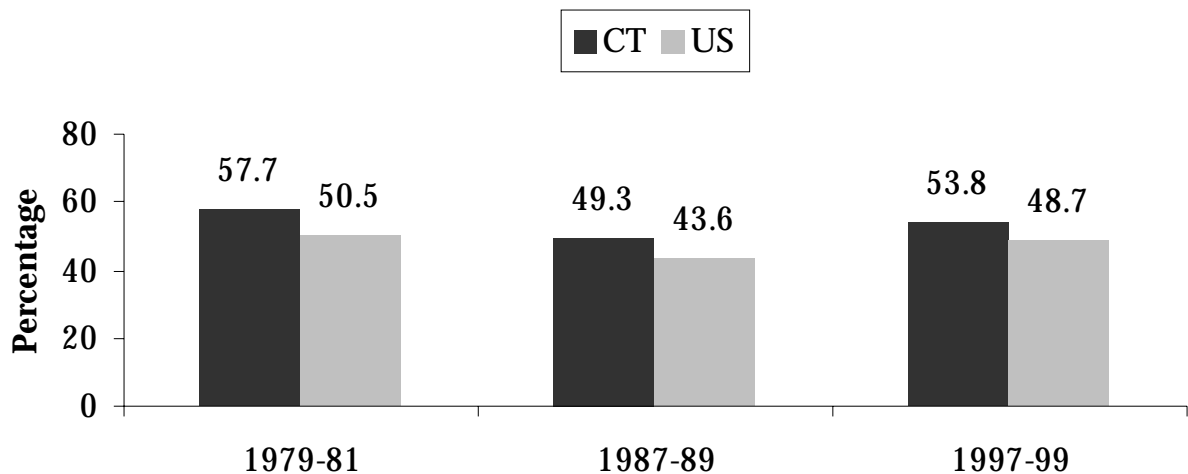
women in the labor force

Labor Force Participation continued

Pensions and Retirement continued

Percentage of Retirees with Pension Coverages, Comparison of CT v. US

1979-1981, 1987-1989, 1998-1999



Source: Shelley Geballe and Douglas Hall, The State of Working Connecticut, 2001

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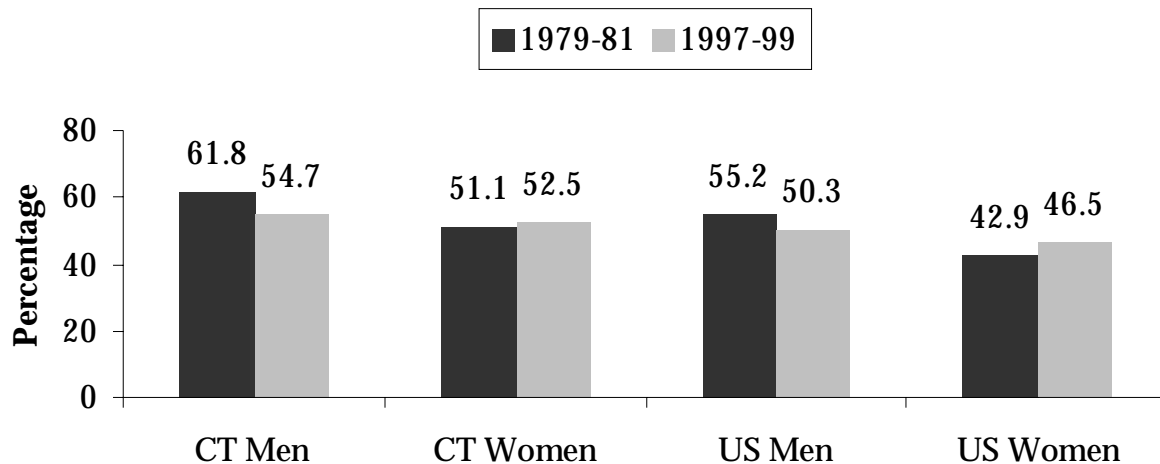
FACTS about Connecticut Women

Labor Force Participation continued

Pensions and Retirement continued

Percentage of Retirees with Pension Coverage by Gender, Comparison of CT v. US

1979-1981, 1997-1999



Source: Shelley Geballe and Douglas Hall, The State of Working Connecticut, 2001

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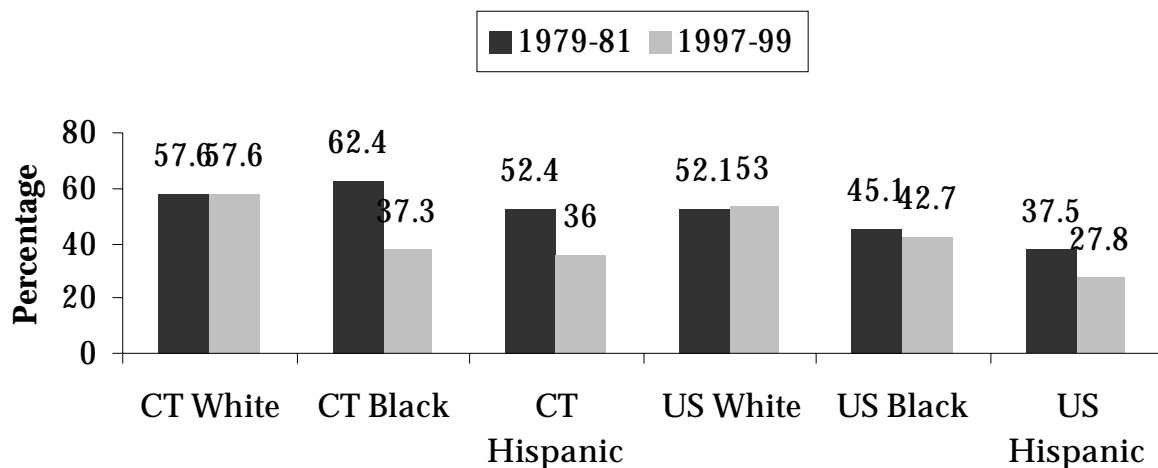
women in the labor force

Labor Force Participation continued

Pensions and Retirement continued

Percentage of Pension Coverage by Race, Comparison of CT v. US

1979-1981, 1997-1999



Source: Shelley Geballe and Douglas Hall, The State of Working Connecticut, 2001

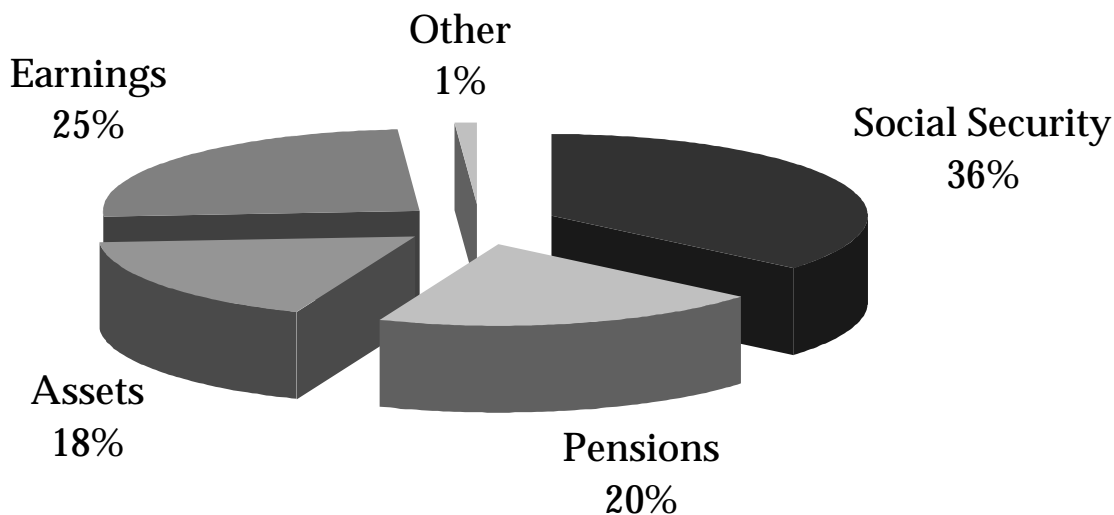
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FACTS about Connecticut Women

Labor Force Participation continued

Pensions and Retirement continued

Sources of Income for Married Couples 65 and Over in the US - 1996



Source for charts: *Women and Retirement Security*, Prepared by the National Economic Council Interagency Working Group on Social Security, October 1998, p. 6.

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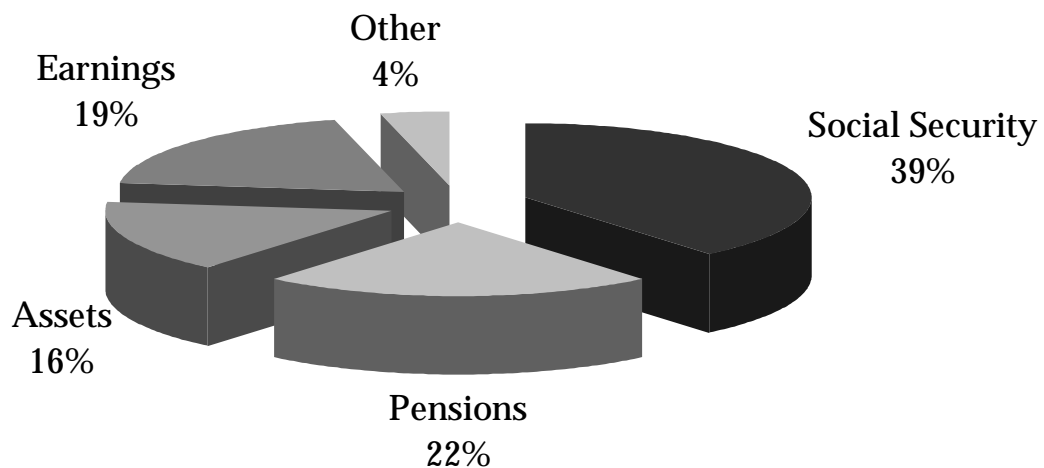
FACTS about Connecticut Women

women in the labor force

Labor Force Participation continued

Pensions and Retirement continued

Sources of Income for Unmarried Men 65 and Over in the US - 1996



Source for charts: *Women and Retirement Security*, Prepared by the National Economic Council Inter-agency Working Group on Social Security, October 1998, p. 6.

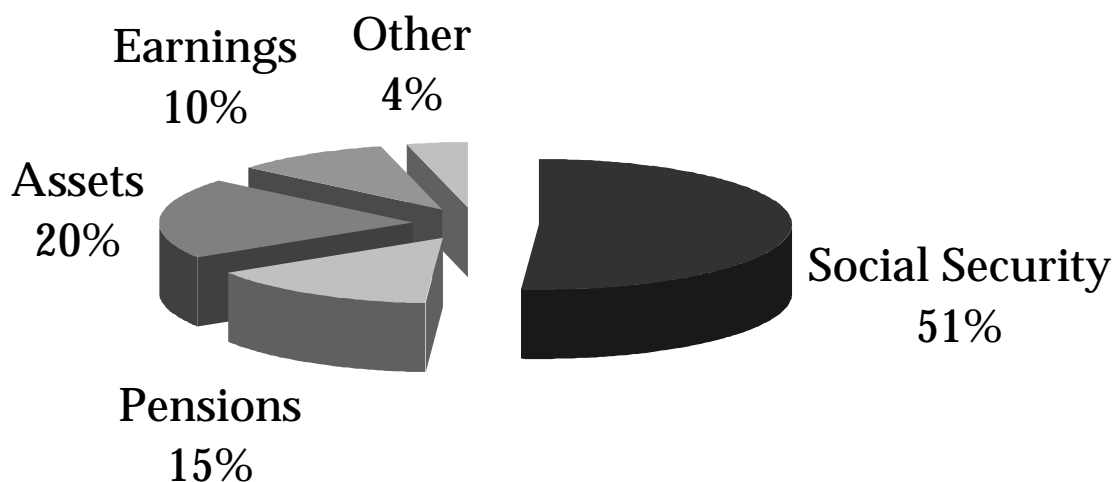
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Labor Force Participation continued

Pensions and Retirement continued

Sources of Income for Unmarried Women 65 and Over in the US - 1996



Source for charts: *Women and Retirement Security*, Prepared by the National Economic Council Interagency Working Group on Social Security, October 1998, p.

FACTS about Connecticut Women

women in the labor force

Wages and Job Fields

Since the signing of the Equal Pay Act in 1963 the wage gap has narrowed by only a third of a penny per year.¹ In 1963, women earned 59 cents for every dollar that men earned, while in 1999, women earned 72 cents on the dollar.² In 1999, the median annual wages of male full-time workers was \$36,476, whereas the median annual wages of female full-time workers was \$26,324³ - representing a 72% wage gap. The combination of sex and race/ethnicity discrimination widens the wage gap. In 1999, white women earned 70.2% of what white men earned; black women earned 62.3%; Latina women earned 48.1%; black men earned 76.3%, and Latino men earned 60.2%.⁴

Education does not eliminate the wage gap. According to statistics gathered by the U.S. Census Bureau regarding 1999 median annual earnings, on average, a white woman with a Bachelor's degree earns slightly less per year than a white man with only a high school diploma, and, a Latina woman with a Bachelor's degree earns \$3,165 less per year than a white man with only a high school diploma.⁵

Connecticut women earn more than the national average, however, in 1998, women in Connecticut earned approximately 75 cents for every \$1 earned by men, or an average of \$193 less per week or \$10,011 less per year.⁶

Like the rest of the country, the Connecticut labor force tends to be segregated by gender. Women and men are usually concentrated in separate fields and different types of occupations. The segregated labor force is problematic for women and their families as the jobs traditionally held by females often pay less than those occupations dominated by men. Even when men and women work in the same fields, women earn less. Job segregation and a lower median income are issues for Connecticut women who work for the state as well as the private sector. In 1997, 43.7% of Connecticut women worked in the sales and administrative sector,⁷ and 16% worked in the service sector.⁸ In 2000 this number increased to 49.5%.⁹

Jobs dominated by women have been historically undervalued and continue to be underpaid. According to a study conducted by the Women's Institute for a Secure Retirement, jobs held predominately by women were paid between 17-20% less than those comparable jobs held predominately by men.¹⁰

¹ U.S. Department of Labor at http://www.dol.gov/dol/wb/public/wb_pubs/achart.htm.

² U.S. Department of Labor at http://www.dol.gov/dol/wb/public/wb_pubs/achart.htm

³ U.S. Census Bureau, Current Population Survey, March 2000, Table A, p. viii.

⁴ U.S. Census Bureau, Current Population Survey, March 2000, Table A, p. viii.

⁵ U.S. Census Bureau, Current Population Survey, March 2000, Table 10, pp. 40-45.

⁶ *The Status of Women in the States*, Institute for Women's Policy Research, Washington, DC, 2000, p. 79 citing Economic Policy Institute calculations of the 1997-99 Annual Demographic Files (March) from the Current Population Survey; for the 1996-98 calendar years; Economic Policy Institute, 2000

⁷ *The Status of Women in Connecticut*, Institute for Women's Policy Research, 1999, p. 21.

⁸ *The Status of Women in Connecticut*, Institute for Women's Policy Research, 1999, p. 21

⁹ *2000 EEO-1 Aggregate Report, CT*, The U.S. Equal Employment Opportunity Commission, available at <http://www.eeoc.gov/stats/jobpat/2000/state/ct.html>.

¹⁰ http://www.wiser.heinz.org/yfp_pay_equity_facts.html.

FACTS about Connecticut Women

Chapter Three

Women, Work and Family

chapter three

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FACTS about Connecticut Women

women work and family

Women, Work and Family

Family & Medical Leave

The Family and Medical Leave Act requires many employers to provide unpaid job-protected leaves to employees for the birth or adoption of a child, or the serious illness of the employee or a family member. The Connecticut Department of Labor, Wage and Workplace Standards Division annually compiles the reports of private Connecticut companies with 75 or more employees.

Over the years families have increased their use of FMLA leave, despite the economic hardship of doing so without pay. In 1993, 1,543 companies reported a total of 17,181 family or medical leaves taken by employees. In 1994, this number rose to 1,578 companies reporting a total of 18,174 leaves, and in 2000, 1,991 companies reported a total of 23,378 family or medical leaves taken by employees.

The following charts track in detail the number, purpose and duration of leaves from 1993 to 2000.

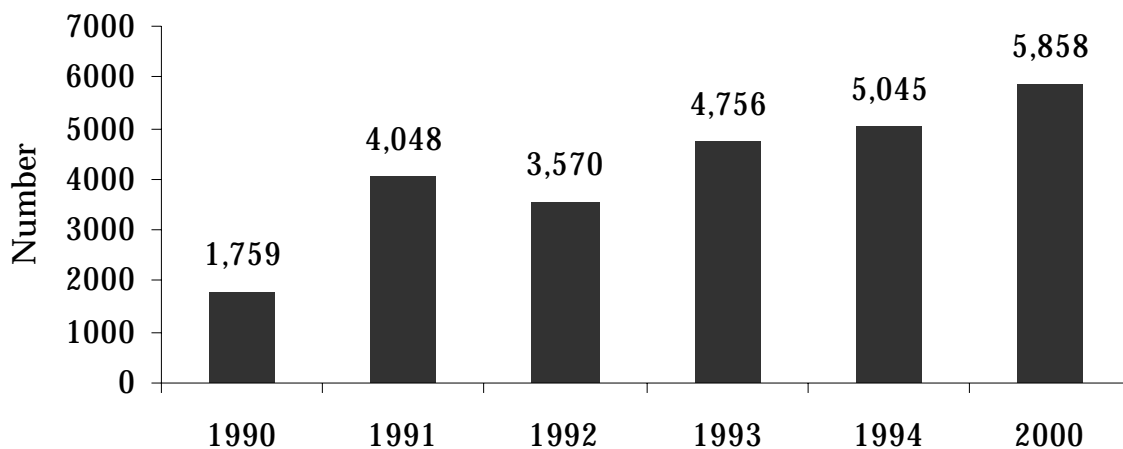
FACTS about Connecticut Women

Women, Work and Family continued

Family & Medical Leave continued

Number of Family Leaves Taken for the Birth or Adoption of A Child

by Both Female and Male Employees



Source: Shelley Geballe and Douglas Hall, The State of Working Connecticut, 2001

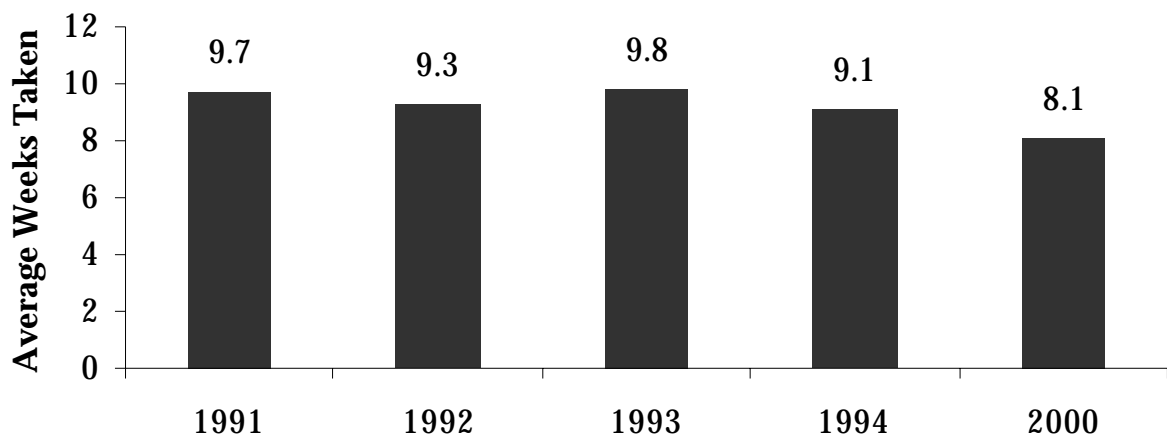
FACTS about Connecticut Women

women work and family

Women, Work and Family continued

Family & Medical Leave continued

Average Duration of Leave (by weeks) Taken for Birth or Adoption of a Child 1991 - 2000



Source: Shelley Geballe and Douglas Hall, The State of Working Connecticut, 2001

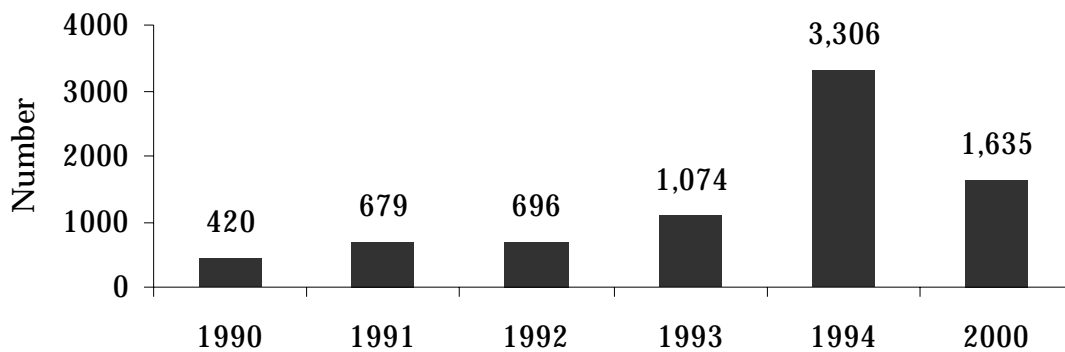
FACTS about Connecticut Women

Women, Work and Family continued

Family & Medical Leave continued

Number of Family Leaves Taken to Care for an Ill Family Member

by both Female and Male Employees
1990 - 2000



Source: Shelley Geballe and Douglas Hall, The State of Working Connecticut, 2001

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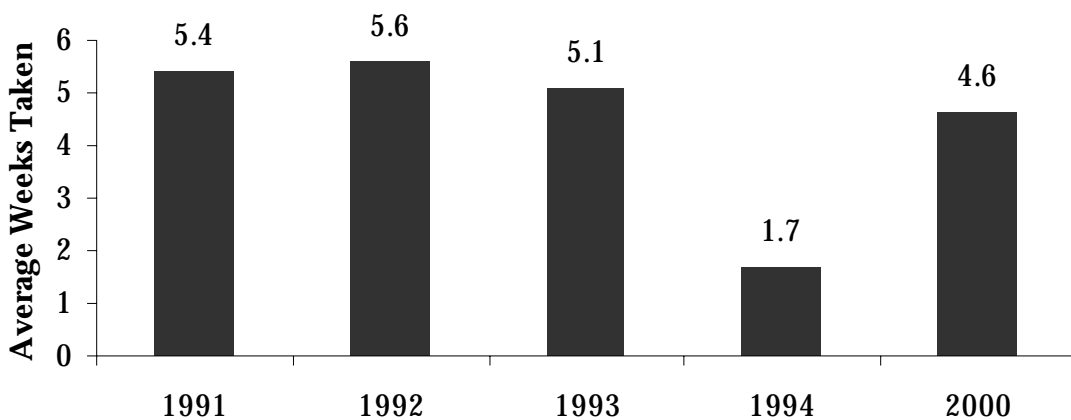
women work and family

Women, Work and Family continued

Family & Medical Leave continued

Average Duration of Leaves (by weeks) Taken to Care for an Ill Family Member

1991 - 2000



Source: Shelley Geballe and Douglas Hall, The State of Working Connecticut, 2001

FACTS about Connecticut Women

Women, Work and Family continued

Child Care

Families in every income bracket are becoming more reliant on childcare in order to participate in the labor force. The number of working mothers who need childcare has increased dramatically. In 1970, only 27% of Connecticut mothers with children under age six were employed outside the home; in 1995, this number increased to 65%.¹ In 2000, approximately 148,271 families in Connecticut had children under the age of six.² (There are 223,344 children in the state of Connecticut under the age of five.³)

In 2001, Connecticut's licensed childcare system could only serve 40% of the children from birth through five years old: center-based care provided for 32% of the slots with an additional 8% in licensed family/home based programs.⁴ Immediate family relatives care for nearly 60% of children of working parents from birth through five years. Combined, this translates into childcare slots of 123,507 in 1998, 124,506 in 1999, and 111,120 in 2000.⁵ In addition, the number of reported requests to Infoline for childcare has steadily increased over the years, as shown in the following charts.

Affordable childcare continues to be elusive for many Connecticut women. Even for families earning an average self-sufficient income in Connecticut (about \$47,000), child care fees for one child can expend from 25% to more than 40% of their annual gross income.⁶

Quality child care is also elusive because of the high teacher turnover rate. Research indicates that much of this problem is rooted in the low wages paid to childcare providers. Child care wages have not risen in real dollars over the last decade and only a small percentage of workers have employer paid health benefits.⁷ The child care profession is a female-dominated profession that has historically been undervalued and underpaid. Currently, 26,000 Connecticut residents are early childhood educators.⁸ In 1999, the median annual earnings of full-time

FACTS about Connecticut Women

women work and family

Women, Work and Family continued

Child Care continued

childcare educators in Connecticut, even those with bachelor's and master's degrees, was \$18,630.⁹ This is just 5% over the poverty level for a family of 4,¹⁰ and less than half of the self-sufficiency standard for a family of 4.¹¹ Due to the low wages, the turnover rate of childcare educators ranges from 25%-50% a year.¹² It is estimated that an additional 8,000 childcare educators will be needed in the next two years to satisfy the demand in the state.¹³ This increase in demand comes at a time when the field is already struggling with a staffing crisis.

¹ *Connecticut Transformations: Children and Families in the New Economy*. Connecticut Voices for Children, October 2000 available at www.ctkidslink.org.

² U.S. Census Bureau, *Profile of Selected Economic Characteristics: 2000, CT*, Table QT-03.

³ U.S. Census Bureau, *Age Groups and Sex: 2000*, Table QT-P1.

⁴ CT Health and Educational Facilities Authority, *Financing Early Childhood Facilities*, February 26, 2002.

⁵ CT Department of Social Services, *The Status of Child Care in Connecticut*, January 2001.

⁶ CT Child Care Legislative Collaborative, *Quality Child Care: A Critical Support*, February 2002.

⁷ Anne Mitchell and Gwen Morgan, *New Perspectives on Compensation Strategies*, The Center for Career Development in Early Child Care and Education, MA, 2000, p.1, [citing](#), The Center for Child Care Workforce, 2000.

⁸ Extrapolated from the Connecticut Department of Education Report.

⁹ *Connecticut Occupational Employment & Wages*, Connecticut Department of Labor based on 1998-1999 estimates available at www.ct.dol.state.ct.us/lmi.

¹⁰ U.S. Department of Health and Human Services, 2001 available at <http://aspe.os.dhhs.gov/poverty/01poverty.htm>.

¹¹ Per the self-sufficiency standard, a family with one parent, one preschooler, one school-age child, and one teenager needed \$3,518 a month or \$42,216 a year to be self-sufficient in the New Haven Region, CT in 1998 from *The Self-Sufficiency Standard for Connecticut*, prepared for the State of Connecticut by Diana Pearce, Ph.D. and Jennifer Brooks, Fall, 1999, p. 77.

¹² "Teacher Education, wages key to outcomes," NCEDL Spotlights, No. 18, January 2000.

¹³ Extrapolated from the Connecticut Department of Education Report.

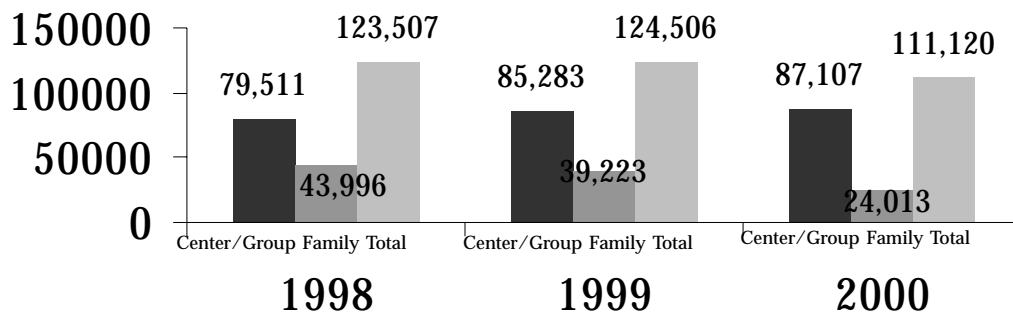
FACTS about Connecticut Women

Women, Work and Family continued

Child Care continued

CT Licensed Child Care Capacity 1998 - 2000

Child Care Slots



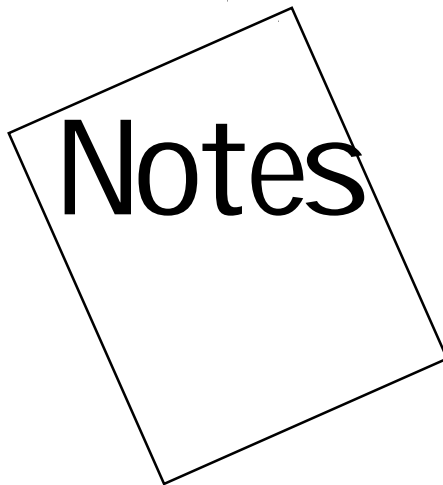
Source: CT Department of Social Services, The Status of Child Care in Connecticut, January 2001

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women work and family

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women work and family



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FACTS about Connecticut Women

Sexual Harassment

The Commission on Human Rights and Opportunities (CHRO) has a statutory responsibility to enforce human rights laws prohibiting illegal discrimination in employment, housing, public accommodations and credit transactions. It is the state enforcement agency responsible for the investigation of sexual harassment claims.

The following data describe the incidence of sexual harassment in Connecticut in terms of "cases" filed each year. A multi-year comparison is shown.

Sexual Harassment Cases Filed with the Connecticut Commission on Human Rights and Opportunities FY 93-94 to FY 96-97			
Year	Employment Cases Filed with CHRO	Sexual Harassment listed as one basis for a complaint alleging Sexual Harassment	% of Employment Cases Filed
97-98	3,746	261	7%
98-99	3,568	255	7.2%
99-00	3,346	244	7.3%

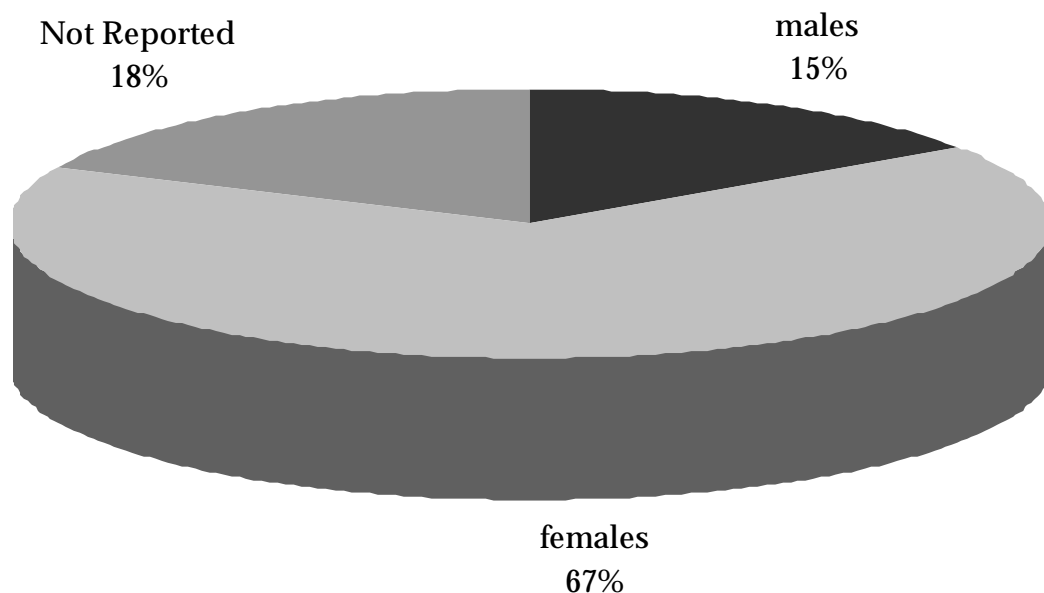
Source: Commission on Human Rights and Opportunities

FACTS about Connecticut Women

women work and family

Sexual Harassment continued

Sexual Discrimination Complaints Filed with the Commission on Human Rights and Opportunities FY 1999/2000



Source: CT Commission on Human Rights and Opportunities

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FACTS about Connecticut Women

Chapter Four

Women and Violence

chapter four

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FACTS about Connecticut Women

women and violence

Women and Violence

Family Violence

Family violence arrests in Connecticut increased 3.1% in 2000 from 1999. In 2000 there were 19,536 incidents resulting from arrest reported by Connecticut law enforcement agencies.¹

Family violence arrests over a five-year period are as follows: ²

1995 – 19,467

1996 – 18,653

1997 – 19,830

1998 – 18,986

1999 – 18,948

Three-fourths (76.2%) of all victims were female. In 4,511 (23%) of the offenses all involved parties were arrested, compared to 22% in 1999. A Temporary Restraining Order issued by the civil court, or a Protective Order was known to have been previously issued in 3,198 incidents.³

In the year 2000 in Connecticut there were 25 family violence homicides and the majority 20 (or 87%) of the offenders in these homicides were men. This represents an 8.7% increase from 1999. The majority of the victims of family violence in 2000 were women (15-60%) and the age range of these victims was 20 to age 94. Five of the homicides involved spouses, and four involved unmarried people living together. Guns were used in 85.7% of the murder/suicides. The female partner's attempt to end the relationship was a characteristic common to several of the murder-suicides.⁴

¹ CT Department of Public Safety, Family Violence Reporting Program, CT State Police

² Ibid.

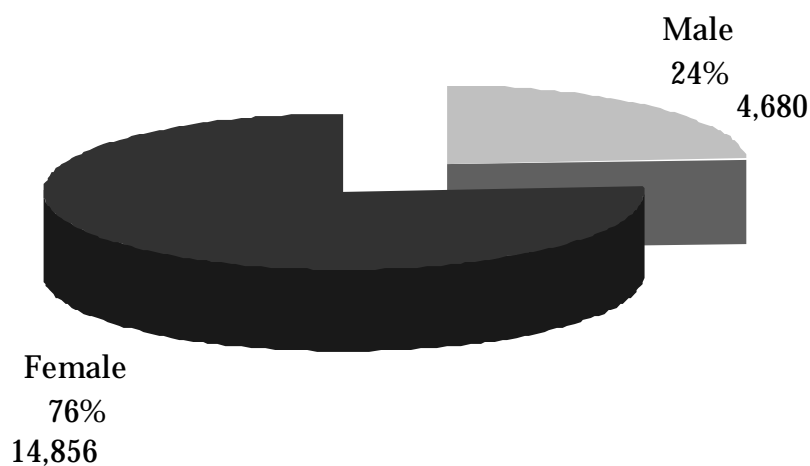
³ Ibid.

⁴ CT Department of Public Safety Family Violence Homicides, A Summary of 2000 Incidents

FACTS about Connecticut Women

Women and Violence continued

Victims of Crime in CT by Gender - 2000



Source: Family Violence Reporting Program, CT Department of Public Safety, 2000 Preliminary Family Violence Report

Women and violence

FACTS about Connecticut Women

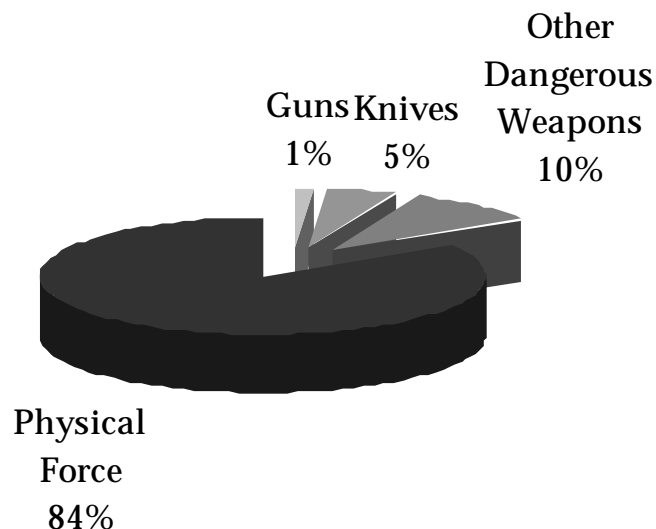
women and violence

Women and Violence continued

Types of Family Violence Crimes (in actual numbers) in CT - 2000

Assault	6,768
Disorderly Conduct	5,293
Breach of Peace	4,351
Other	1,543
Criminal Mischief	1,035
Risk of Injury	440
Homicides	25
Kidnapping	23
Sexual Assault	62
Total	19,540

Weapons Used in Crimes in CT - 2000

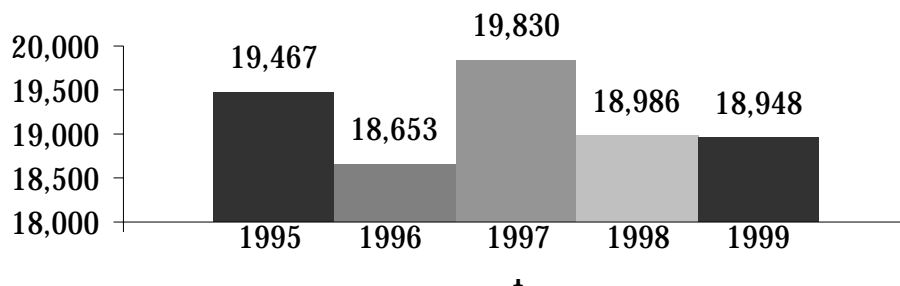


Source: Family Violence Reporting Program, CT Department of Public Safety, 2000 Preliminary Family Violence Report

FACTS about Connecticut Women

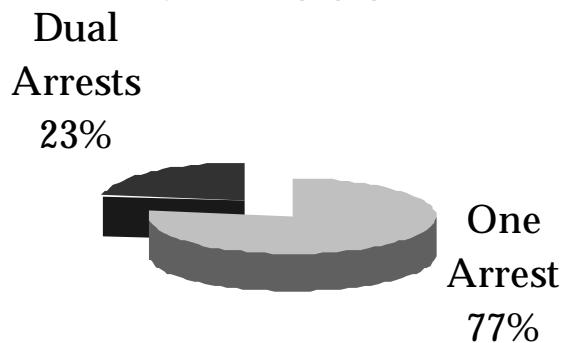
Women and Violence continued

Family Violence Arrests in CT 1995 - 1999



Source: Family Violence Reporting Program, CT Department of Public Safety, 2000 Preliminary Family Violence Report

Family Violence - Dual Arrests in CT - 2000



Source: Family Violence Reporting Program, CT Department of Public Safety, 2000 Preliminary Family Violence Report

FACTS about Connecticut Women

women and violence

Women and Violence continued

Victims of Family Violence Homicides in CT - 2000



Source: CT Department of Public Safety, Family Violence Homicides, A Summary of 2000 Incidents

FACTS about Connecticut Women

Chapter Five

Women-Owned Businesses

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FACTS about Connecticut Women

women owned businesses

Women-Owned Businesses in CT

As of 2002, there are an estimated 78,366 majority-owned, privately-held businesses in Connecticut in which women own the majority of the business, accounting for 27% of all privately-held firms in the state.¹

Women-owned firms in Connecticut employ nearly 76,000 people and generate over \$8.2 billion in sales.² Between 1997 and 2002, the Center for Women's Business Research estimates that the number of women-owned firms in Connecticut increased by 8%, employment decreased by 4%, and sales decreased by 11%.³ Among the 50 states and Washington, D.C., Connecticut ranks 26th in the number of women-owned firms in 2002, 35th in employment and 36th in sales.⁴

Connecticut's percentage of women-owned businesses is nearly identical to the percentage in the United States. Twenty-six percent of businesses in Connecticut are owned by women while 25.5% of businesses in the United States are owned by women.⁵

¹ Center for Women's Business Research, Women-Owned Businesses in Connecticut, 2002: A Fact Sheet

² *Ibid.*

³ *Ibid.*

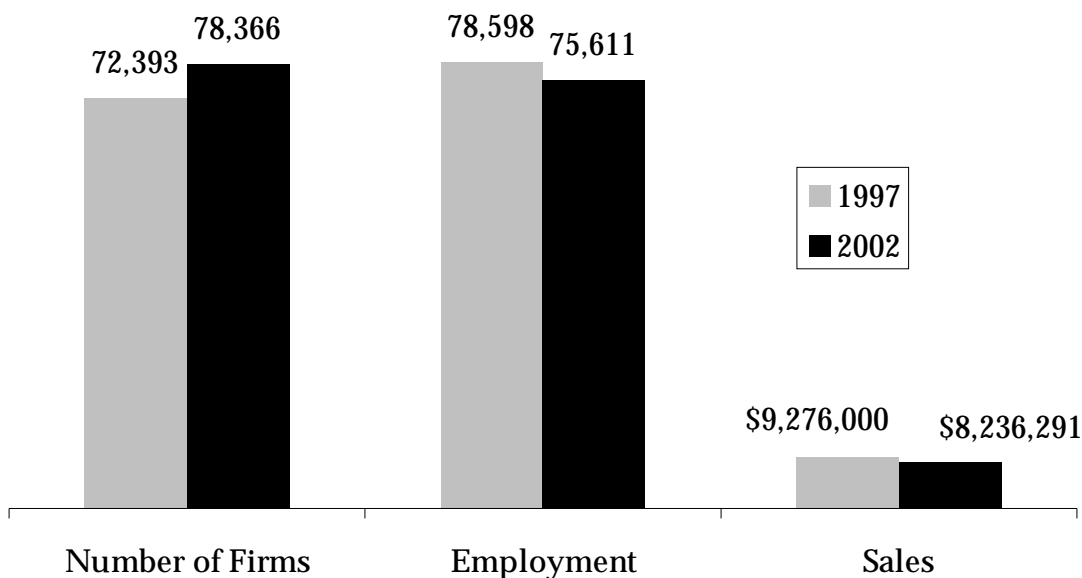
⁴ *Ibid.*

⁵ *Ibid.*

FACTS about Connecticut Women

Women-Owned Businesses in CT continued

Women-Owned Businesses in CT - 1997 and 2002



Source: Women-Owned Businesses in the United States: A Fact Sheet, Center for Women's Business Research, 2001

FACTS about Connecticut Women

women owned businesses

Women-Owned Businesses in CT continued

Percentage Change in Number of Firms Owned by Women in CT by Industry 1997 - 2002

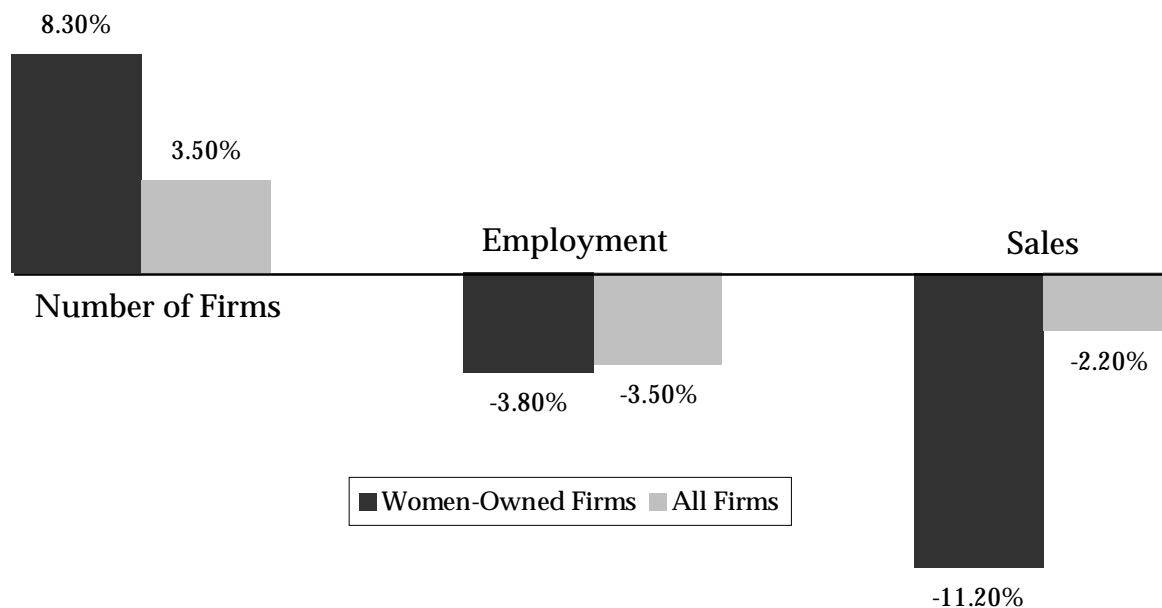
Source: Women-Owned Businesses in the United States: A Fact Sheet, Center for Women's Business Research, 2001

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FACTS about Connecticut Women

Women-Owned Businesses in CT continued

Percent Growth in Number, Employment
and Sales of Women-Owned Firms in
Comparison to all Firms in CT: 1997 - 2002

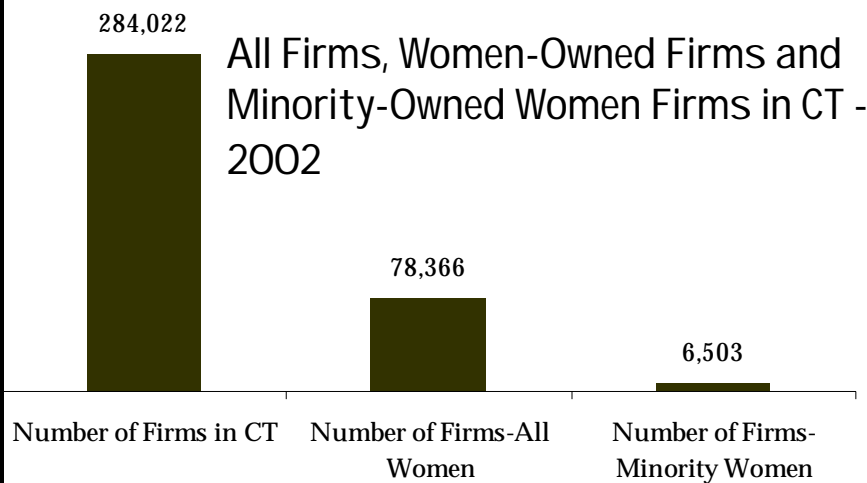


Source: Women-Owned Businesses in the United States: A Fact Sheet, Center for Women's Business Research, 2001

FACTS about Connecticut Women

women owned businesses

Women-Owned Businesses in CT continued



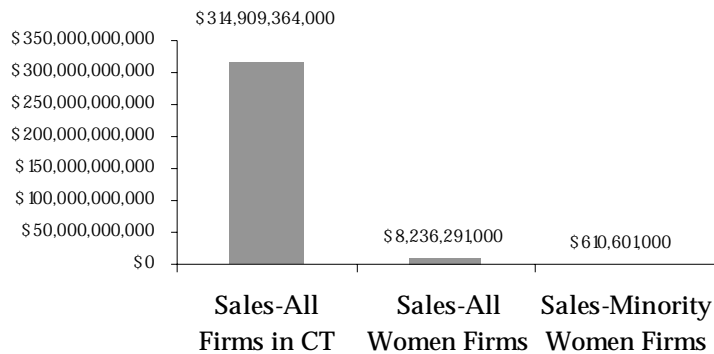
Source: Women-Owned Businesses in the United States: A Fact Sheet, Center for Women's Business Research, 2001

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FACTS about Connecticut Women

Women-Owned Businesses in CT continued

Annual Sales of All Firms, Women-Owned Firms and
Minority-Owned Women Firms in CT - 2002



Source: Women-Owned Businesses in the United States: A Fact Sheet, Center for Women's Business

FACTS about Connecticut Women

women owned businesses

Women-Owned Businesses in CT continued

State Purchasing

The law enacting the Set-Aside Program for Small Contractors, Minority Business Enterprises, Individuals with Disability and Nonprofit Corporations requires each state agency to establish and implement on an annual basis a contracting program for small contractors and minority business enterprises. The law requires each agency to establish an agency goal of not less than 25% of the total projected contracting in each fiscal year to be directed to companies that are certified to be small contractors. Of that amount, 25% (or 6.25% of the total agency contracting) must be directed to businesses that are certified to be minority business enterprises.

The law defines a small contractor (SBE) as a company that has been in business for at least one year, has its principal place of business in the State of Connecticut and whose prior year gross revenues does not exceed \$10,000,000. A minority business enterprise is defined as a small contractor, which is 51% owned, controlled, and operated by a minority person or persons. For purposes of this law, the term minority includes persons who are Black, Hispanic, Native American, Asian American, Women, and/or have origins in the Iberian Peninsula. The law additionally defines a business that is owned by an individual with a disability to be eligible as a minority business enterprise.¹

The Commission on Human Rights and Opportunities also has the responsibility, pursuant to CSG 46a-56(a)(6), to report to the legislature on an annual basis about the level of participation of minority and women-owned businesses in state contracts as a result of the state affirmative procurement requirements.

¹ CHRO Annual Report FY 99/00, Contract Compliance and Small Business Utilization

FACTS about Connecticut Women

Women-Owned Businesses in CT continued

State Purchasing continued

The following table compares, by gender and minority status, the number of companies certified to participate in the state set-aside program on December 1998 to the number certified on December 2000.

Category	12/98	% of 1998 Total	12/00	% of 2000 Total
SBE	837	53.4%	1191	57.9%
MBE – Black	112	7.1%	143	6.9%
MBE –Hispanic	44	2.8%	59	2.9%
MBE – Iberian Pen.	27	1.7%	27	1.3%
MBE – Asian Amer	27	1.7%	37	1.8%
MBE – Native Amer.	0	0.00%	8	0.4%
MBE – Woman	503	32.1%	569	27.7%
MBE – Disabled Person	16	1.0%	21	1.0%
Total	1566		2055	

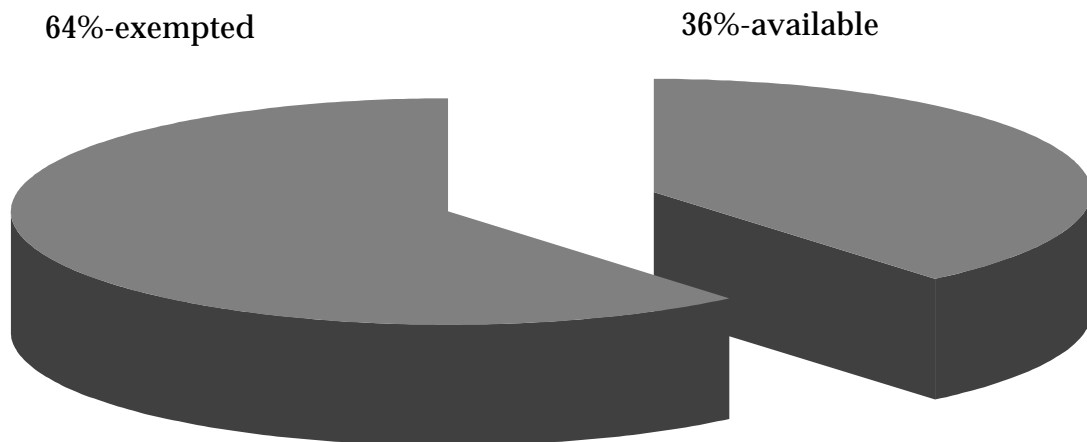
Source: CHRO Annual Report FY 99/00, Contract Compliance and Small Business Utilization

FACTS about Connecticut Women

women owned businesses

Women-Owned Businesses in CT continued State Purchasing continued

Purchasing Dollar Exemptions* Allowed from Set-Aside Program - 1999/2000



*Exemptions from the set-aside program of state purchasing dollars are allowed with permission.

Source: CHRO Annual Report FY 99/00, Contract Compliance and Small Business Utilization

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FACTS about Connecticut Women

Women-Owned Businesses in CT continued State Purchasing continued

Total state agency purchasing and contracting for the FY 1999/2000 year was \$2,091,958,585. Minority business enterprises (MBE) and women business enterprises (WBE) received \$125,189,362 (6.0%) of that total. The percentage of total contract awards to MBE and WBE contractors for FY 1999/2000 was found to be 0.2% lower than that reported for fiscal year 1994/1995.

Five state agencies account for the majority of expenditures by the state for construction and construction-related services. These agencies had expenditures totaling \$660,772,682. This represents 32% of total state spending. MBE and WBE participation within that total was \$78,739,521 (11.9%). Of that amount, \$36,050,614 (5.5%) was with MBE contractors and \$42,688,907 (6.5%) was with WBE contractors.

State agency purchasing and contracting for supplies and services was \$1,431,185,903. This represents 68% of total state spending. MBE and WBE participation within that total was \$46,449,841 (3.2%). Of that amount, \$10,002,724 (0.7%) was with MBE contractors and \$36,447,117 (2.5%) was with WBE contractors.

Political subdivisions of the state reported total expenditures of \$29,291,620. MBE and WBE participation within that total was \$1,067,011 (3.6%). Of that amount, \$406,383 (1.4%) was with MBE contractors and \$660,628 (2.3%) was with WBE contractors. Fourteen political subdivisions of the state failed to submit a report, despite a written request from the Commission on Human Rights and Opportunities.

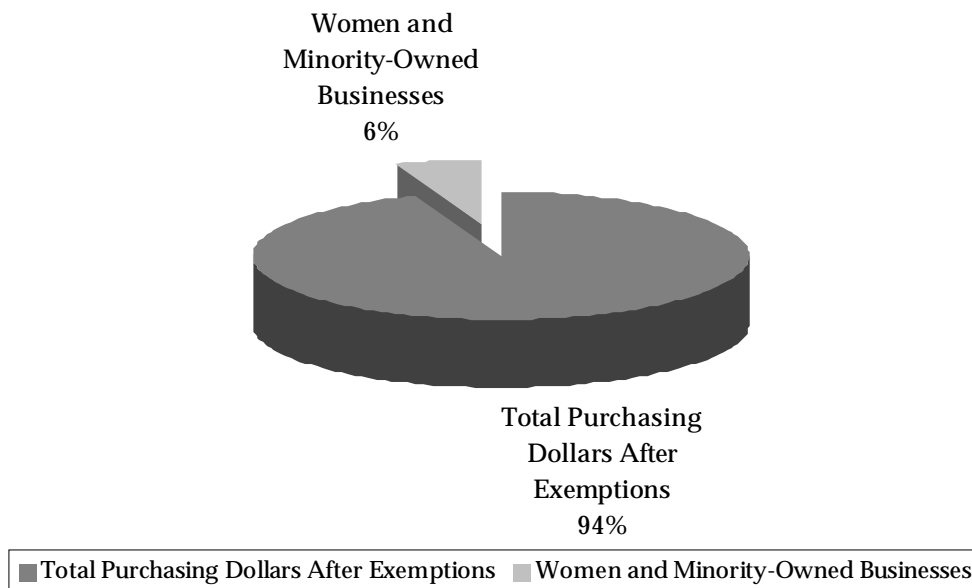
Source: CHRO Annual Report FY 99/00, Contract Compliance and Small Business Utilization

FACTS about Connecticut Women

women owned businesses

Women-Owned Businesses in CT continued State Purchasing continued

Percentage of Total State Purchasing Dollars Realized by Women and Minority- Owned Businesses 1999/2000



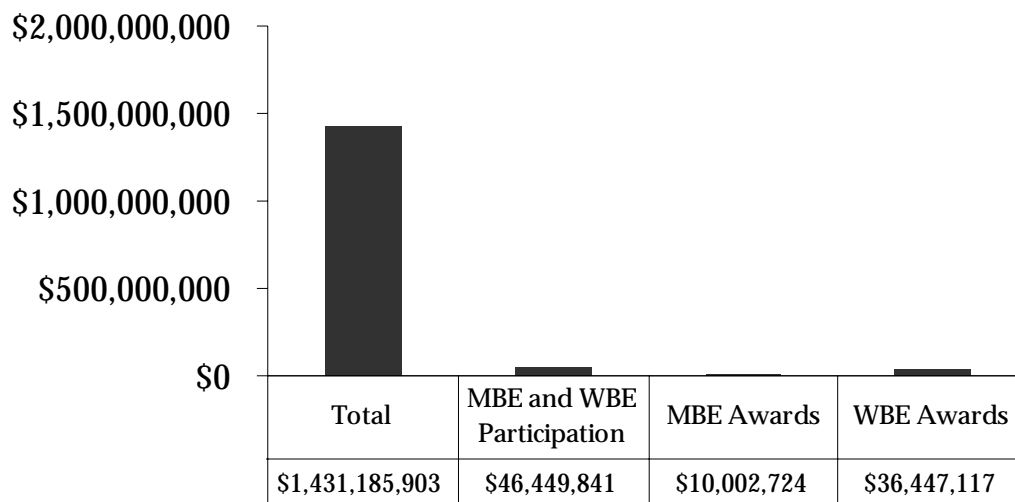
Source: CHRO Annual Report FY 99/00, Contract Compliance and Small Business Utilization

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FACTS about Connecticut Women

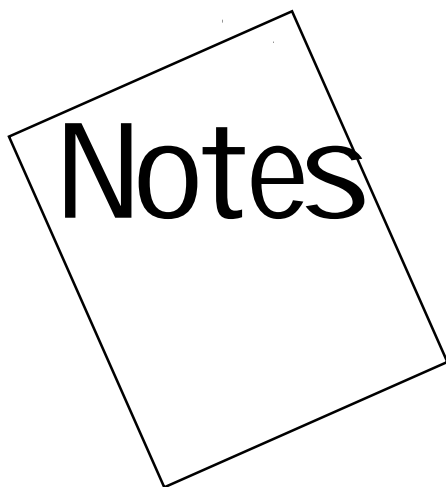
Women-Owned Businesses in CT continued State Purchasing continued

Percentage of Total State Purchasing
Dollars for Supplies and Services
Realized by Women and Minority-Owned
Businesses - 1999/2000



Source: CHRO Annual Report FY 99/00, Contract Compliance and Small Business Utilization

FACTS **about Connecticut Women**



FACTS about Connecticut Women

Chapter Six

Women and Political Participation

chapter six

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FACTS about Connecticut Women

political participation

Political Participation

CT State Government

Since Ella Grasso was the first woman elected governor in her own right, at least one female has held every statewide office in Connecticut.¹ Currently, women hold a majority of statewide constitutional offices, 4 out of 6. The offices held by women in 2002 are: Lt. Governor, Secretary of the State, Comptroller and Treasurer.²

Women make up 31% of the 2002 Connecticut State Legislature. They are 22% of the State Senate and 33% of the House of Representatives. In the Senate, women comprise 8 of the 36 members, and women hold 49 of the 151 seats in the House of Representatives.³

Speaker of the House of Representatives, Moira K. Lyons of Stamford, is the first woman elected to that position in Connecticut. Currently, no other state has an elected female Speaker of the House, down from nine other states just two years ago.¹

Combining Senate and House, Connecticut ranks well (top 10 states) compared to other states in the percentage of women holding leadership positions (16.7%), committee chairships (32.0%) and overall number of women elected to the General Assembly² (31%).

Connecticut ranks poorly however, in the number of women appointed as “policy leaders.” Those defined as policy leaders by the Center for Women in Government and Civil Society include heads of departments, agencies, offices, boards, commissions, top authorities and top advisors in the Governors’ office. Of the fifty states, Connecticut is only ranked 38th, although this is an improvement over the past five years.³

FACTS about Connecticut Women

Political Participation continued

	% Women Policy Leaders ⁴	% Women in Population ⁵
Connecticut	30.8%	51.6%
National Total	34.9%	50.9%

¹ *50/50 by 2020*, George Dean, Westport, CT.

² PCSW

³ *Ibid*, Please note that one vacancy exists. Only 150 seats of 151 are filled.

¹ Center for American Women and Politics (CAWP), National Information Bank of Women in Public Office, Eagleton Institute of Politics, Rutgers University.

² *Ibid*

³ Center for Women in Government & Civil Society, University at Albany, SUNY, *Appointed Policy Makers in State Government*, Fall 2001.

⁴ *Ibid*

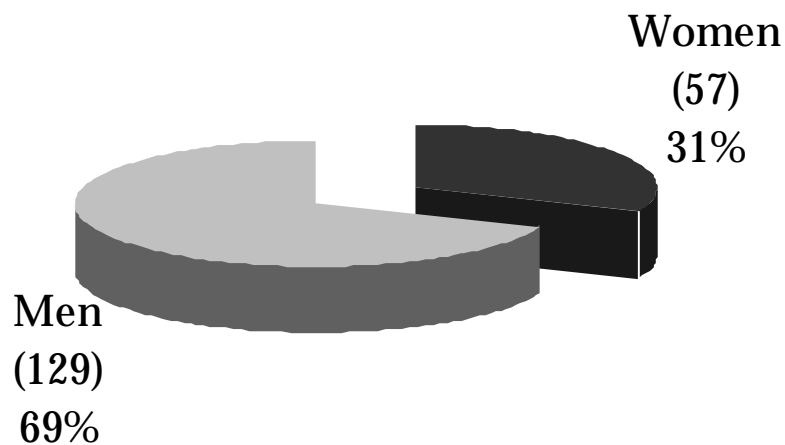
⁵ U.S. Census Bureau

FACTS about Connecticut Women

political participation

Political Participation continued

Gender Composition of the 2002 CT General Assembly

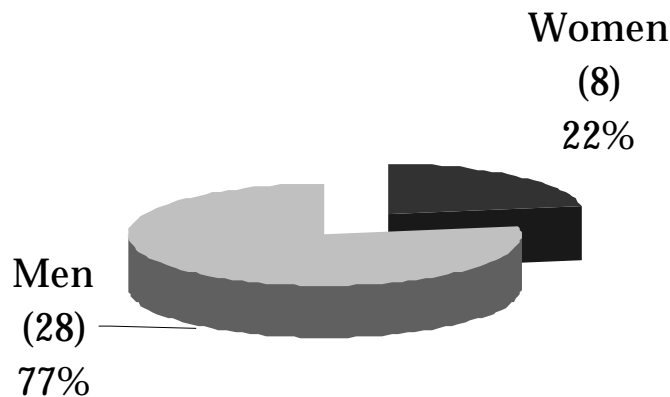


Source: CT General Assembly, calculated by the PCSW

FACTS about Connecticut Women

Political Participation continued

Gender Composition of the 2002 CT State Senate



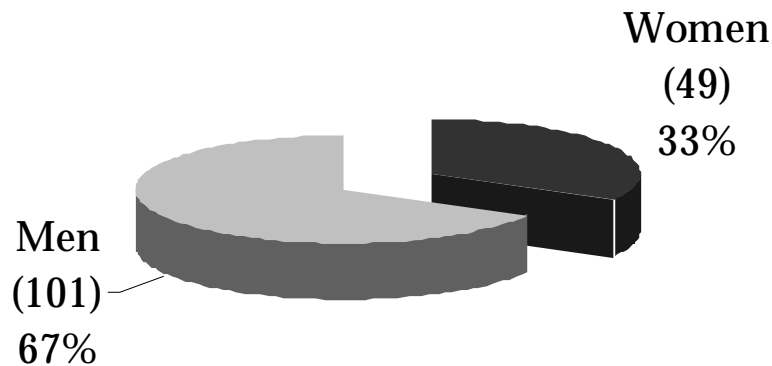
Source: CT General Assembly, calculated by the PCSW

FACTS about Connecticut Women

Political Participation continued

political participation

Gender Composition of the 2002 CT House of Representatives



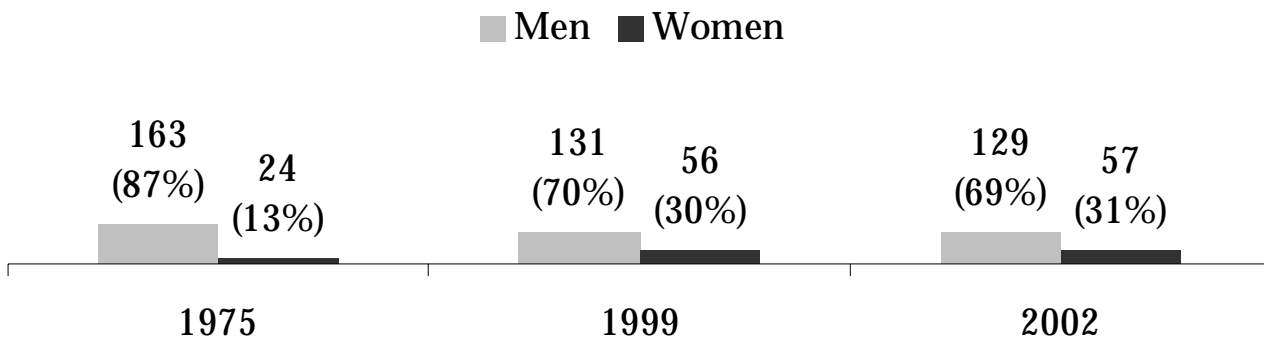
Source: CT General Assembly, calculated by the PCSW

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FACTS about Connecticut Women

Political Participation continued

CT General Assembly by Gender 1975, 1999 and 2002



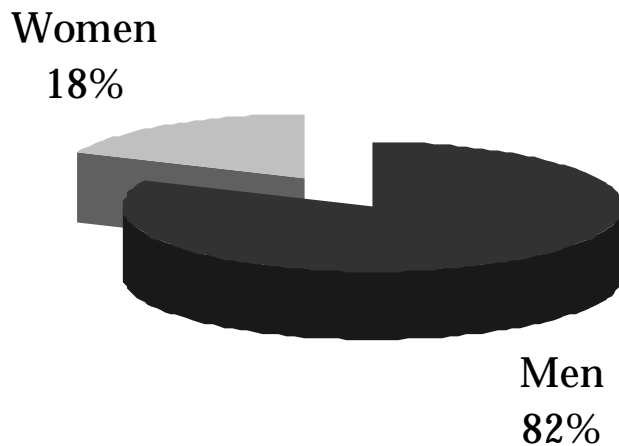
Source: CT General Assembly, calculated by the PCSW

FACTS about Connecticut Women

political participation

Political Participation continued

Mayors/First Selectpersons in CT 2002

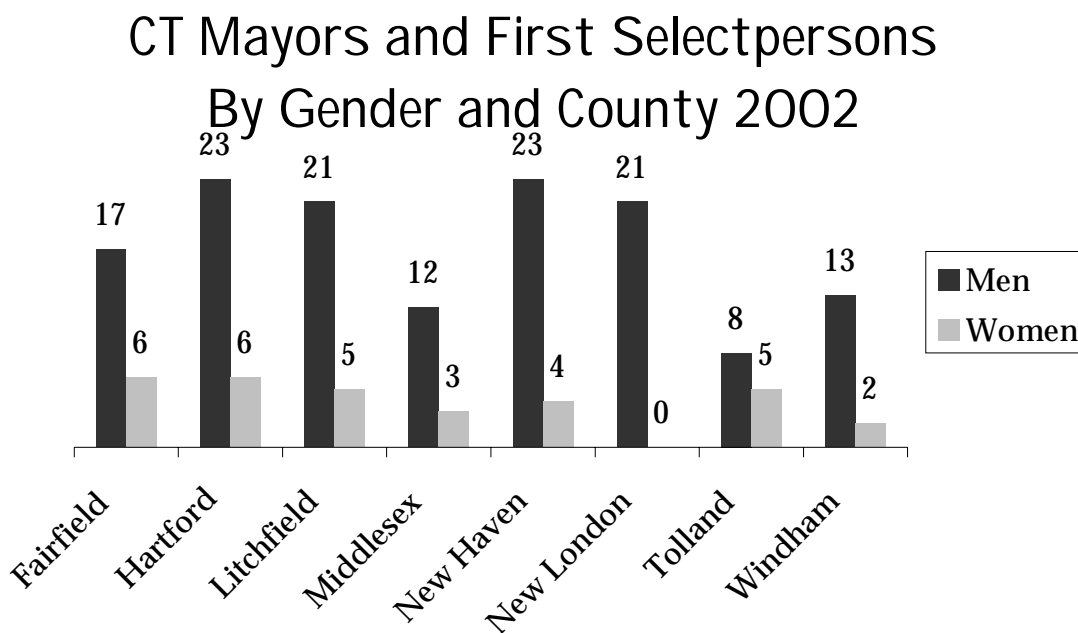


Source: CT Town Clerks and Town Websites 2002, compiled by the PCSW

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FACTS about Connecticut Women

Political Participation continued



Source: CT Town Clerks and Town Websites 2002, compiled by the PCSW

FACTS about Connecticut Women

political participation

Political Participation continued

(574)

(671)

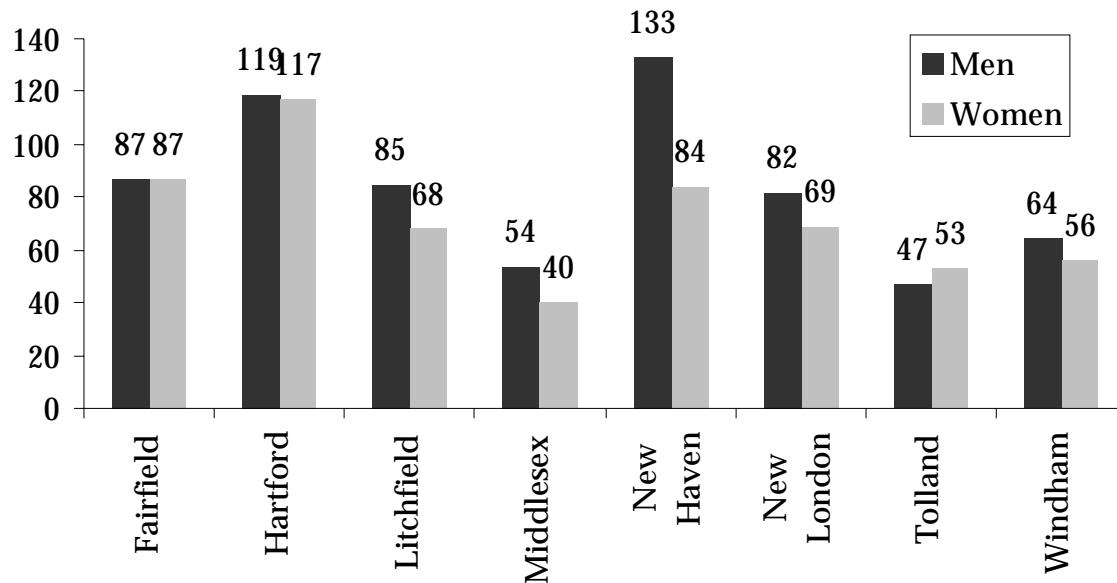
Source: CT Town Clerks and Town Websites 2002, compiled by the PCSW

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FACTS about Connecticut Women

Political Participation continued

Board of Education Members In CT by County and Gender



Source: CT Town Clerks and Town Websites 2002, compiled by the PCSW

FACTS about Connecticut Women

political participation

Political Participation continued

(293)

(1,007)

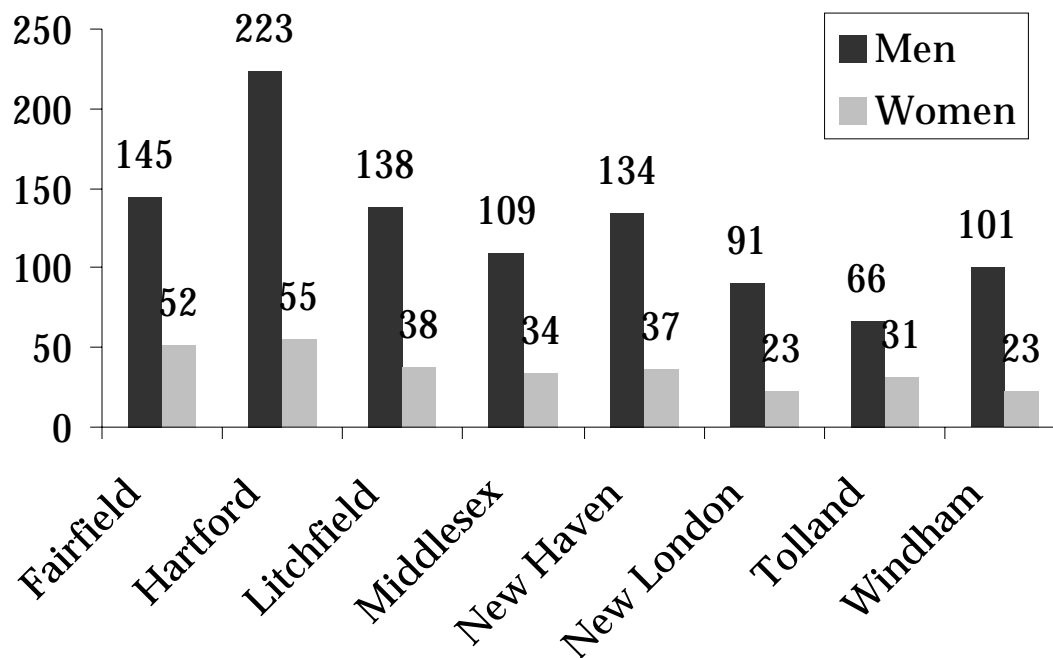
Source: CT Town Clerks and Town Websites 2002, compiled by the PCSW

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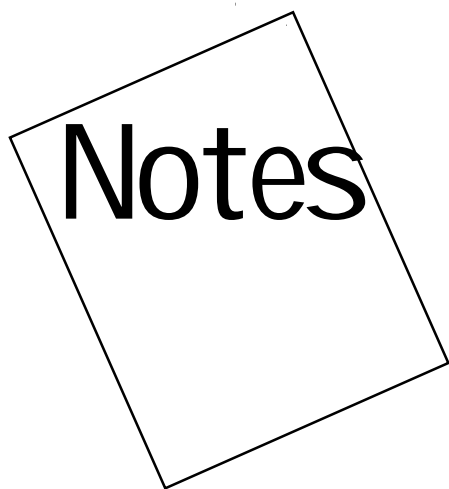
Political Participation continued

Members of Planning and Zoning Boards in CT
by County and Gender 2002



Source: CT Town Clerks and Town Websites 2002, compiled by the PCSW

FACTS **about Connecticut Women**



FACTS about Connecticut Women

Chapter Seven

Women and their Health

chapter seven

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FACTS about Connecticut Women

women and health

Women and Their Health

Connecticut ranks 11th among the states for smoking rates within the total population, and smoking is an increasing health problem among women and girls in our state. For example, smoking rates among high school girls have increased almost 30% since 1991. In 1999, one in every three female students smoked. Among the female high school students in the state, 26,000 admitted to smoking regularly and 2,100 reported using smokeless tobacco.

CT US CT US

Smoking leads to deadly diseases, and women are the victims of 39% of all smoking related deaths.

- For example, smoking accounts for 87% of all lung cancer cases. It is the second most common cancer in Connecticut and the leading cause of all cancer deaths. Since 1973 the incident rate for lung cancer more than doubled for women, while falling 4.8% for men.

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FACTS about Connecticut Women

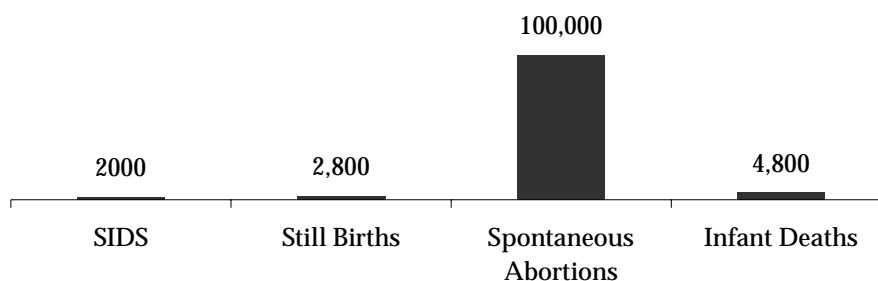
Women and Their Health continued

Smoking continued

- Heart disease is the leading cause of death for women, and smoking doubles the risk.
- Women also experience increased risks of osteoporosis and cervical cancer, bronchitis, emphysema, and the flu.

Smoking causes other gender specific risks, such as pregnancy complications and other risks to reproductive health. Yet, one in five pregnant women are addicted to tobacco.

Average Rates of Pregnancy Related Risks Caused by Tobacco Addiction



New Research also shows that women are more likely to become chemically dependent upon cigarettes and that women ages 12-24 are more likely to be unable to cut down than men the same age. As many as 165,000 women die each year in the United States because of tobacco-caused diseases.

Source: Tobacco Free Kids, MATCH, and Connecticut Women's Health, CT Dept of Public Health 2001

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women and health

FACTS about Connecticut Women

women and health

Women and Their Health continued

Causes of Death Among Women in CT

The three leading causes of death among all women in Connecticut are cardiovascular disease, cancer and cerebrovascular disease (most commonly, stroke). Women of different racial and ethnic backgrounds have significantly different mortality rates for some of these conditions. For example, the following charts show the mortality rates for cardiovascular disease, cancer and cerebrovascular disease among women of different racial/ethnic groups in Connecticut. (Certain racial ethnic groups are not shown if the incidence was so small in Connecticut that it does not show a statistically valid rate.)

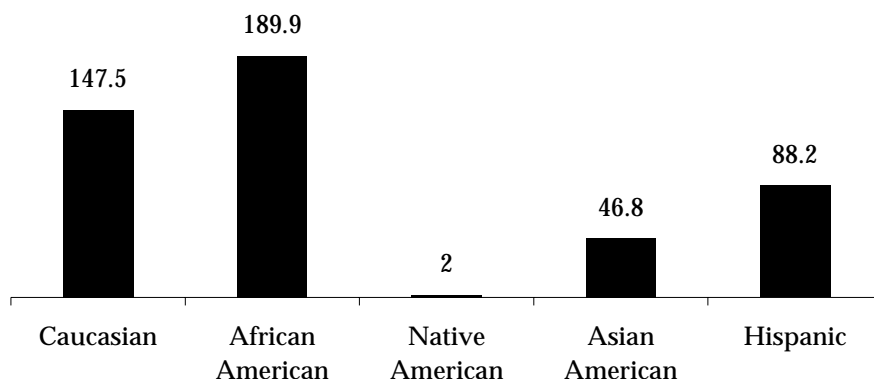
- Cancer is the second leading killer among all women, and is especially severe among the Hispanic population; the incidence is lower than white women but they are more likely to die from it.
- Between 1996-1998 lung cancer killed 2,378 Caucasian, 119 African American, 5 Asian American, 1 Native American, and 25 Hispanic women.
- Also between 1996-1998, 101 Caucasian, 22 African American, 2 Asian American, 2 Native American, and 11 Hispanic women fell victim to cervical cancer.
- For the same years breast cancer killed 1,653 Caucasian, 135 African American, 5 Asian American, 1 Native American, and 33 Hispanic women in Connecticut.

FACTS about Connecticut Women

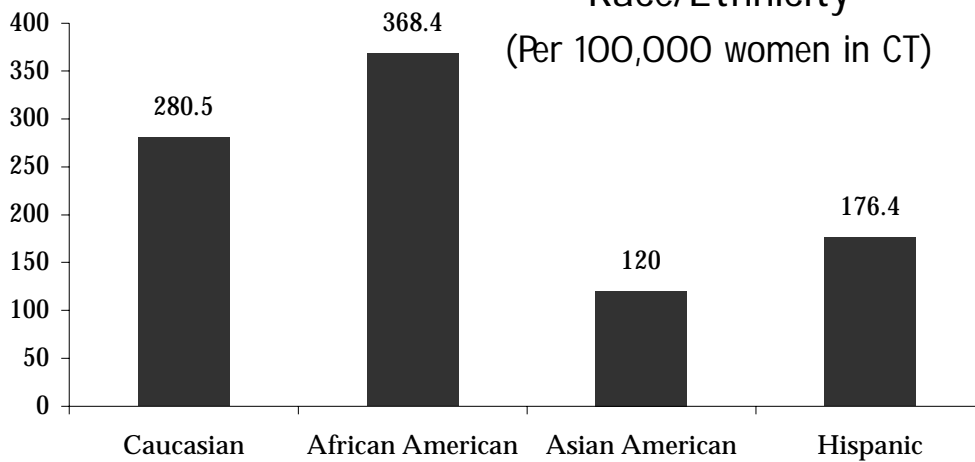
Women and Their Health continued

Mortality Rates continued

Mortality Rates of Heart Disease
(Per 100,000 women in Connecticut)



Mortality Rates for Cardiovascular Disease by
Race/Ethnicity



Source: Tables 7-2, 8-1, and 9-1 of Connect Women's Health,
Connecticut Dept of Public Health, 2001

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women and health

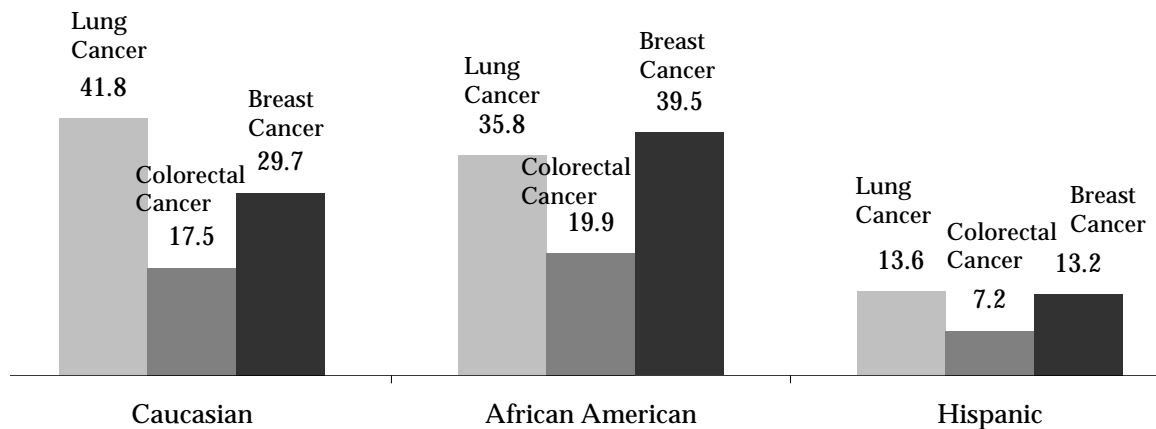
FACTS about Connecticut Women

Women and Their Health continued

Mortality Rates continued

Mortality Rates for Some Cancers by Race/Ethnicity

(Per 100,000 women in CT)



Source: Tables 7-2, 8-1, and 9-1 of Connect Women's Health, Connecticut Dept of Public Health, 2001

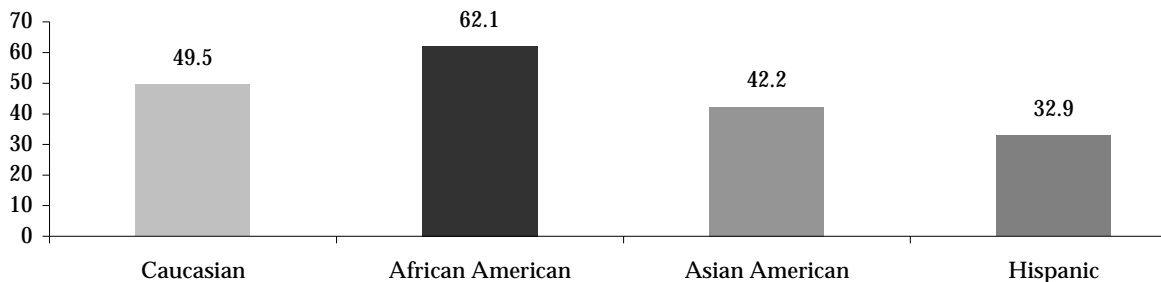
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FACTS about Connecticut Women

Women and Their Health continued

Mortality Rates continued

Mortality Rates for Cerebrovascular Disease by Race/Ethnicity (Per 100,000 women in CT)



Source: Tables 7-2, 8-1, and 9-1 of Connect Women's Health, Connecticut Dept of Public Health, 2001

women and health

FACTS about Connecticut Women

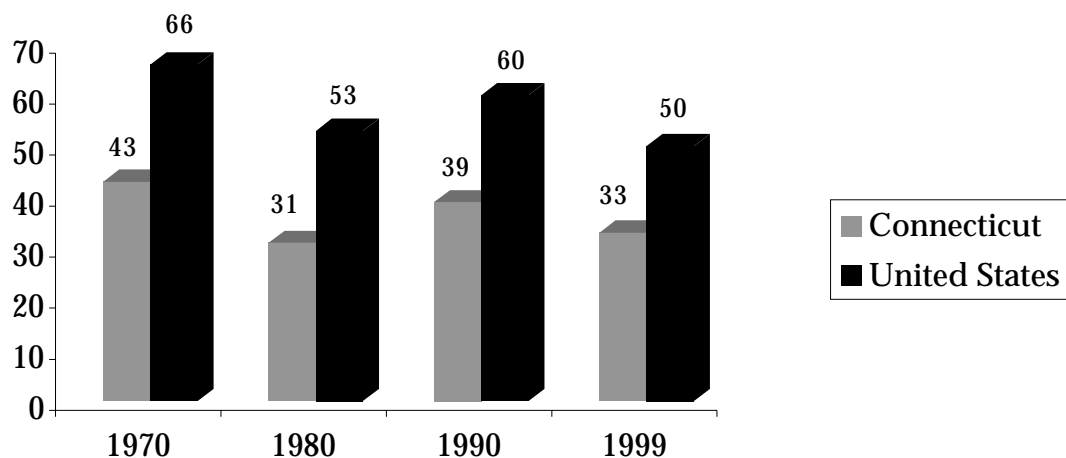
women and health

Women and Their Health continued

Teen Pregnancy

Teenage pregnancy rates are decreasing slowly. As many as 85% of all teenage pregnancies are unintended. Since 2000, the birth rate for females age 15-19 in Connecticut has been at a record low: 48.7 births per 1,000 females. However, this rate only represents a 3% decrease since the early 1990s. Nationally the number of teenage births has decreased 10% since 1991. Despite these declines the United States continues to have a teen birth rate that is among the highest of all developed countries.¹

Birth Rates (Per 1,000 Females) Ages 15-19



¹ Child Trends, Sponsored by the Charles Stewart Mott Foundation and The William and Flora Hewlett Foundation.

FACTS about Connecticut Women

Women and Their Health continued

Teen Pregnancy continued

Connecticut has coordinated pregnancy prevention in all public schools. They offer sex education about HIV/AIDS, sexually transmitted diseases and contraception. Births to teenage mothers affect the baby, the mother, and the community:

- Children of teenage mothers are often at low birth weight, experience health and developmental problems, and are frequently poor, abused, and/or neglected.
- Teen mothers are less likely to graduate from high school and more likely than their peers who delay childbearing to live in poverty and to rely on welfare.
- Teen pregnancy poses a substantial financial burden on society. It is estimated that \$7 billion is lost annually in tax revenues, public assistance, child health care, foster care, and involvement with the criminal justice system. Teen pregnancy poses a substantial financial burden on society. It is estimated that \$7 billion is lost annually in tax revenues, public assistance, child health care, foster care, and involvement with the criminal justice system.

Source: Planned Parenthood of CT, Factsheets 2001 and National Center for Health Statistics, Facts at a Glance, 2000

women and health

FACTS about Connecticut Women

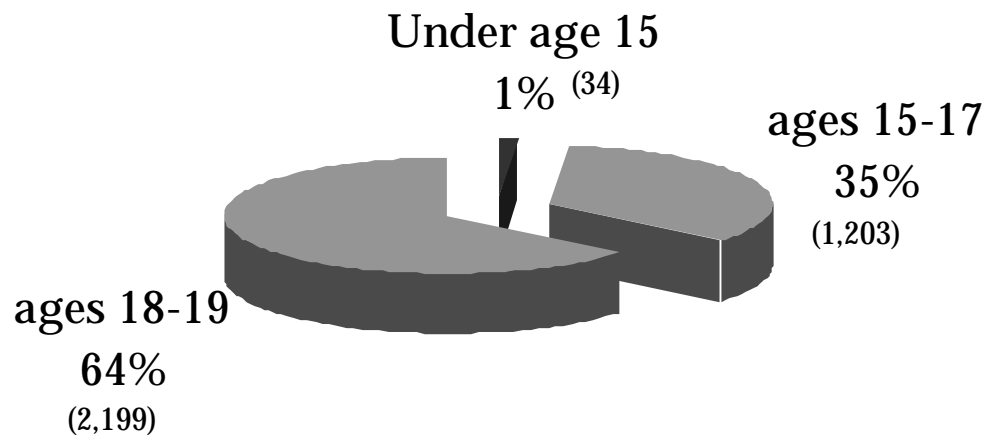
women and health

Women and Their Health continued

Teen Pregnancy continued

Ages of Teen Mothers in Connecticut

3,436 Total Births to Mothers Under 20 Years Old



Source: Planned Parenthood of CT, Factsheets 2001 and National Center for Health Statistics, Facts at a Glance, 2000

FACTS about Connecticut Women

Women and Their Health continued

Uninsured Women

At 8.5% Connecticut currently has the 5th lowest percentage of uninsured persons, following Rhode Island, New Hampshire, Wisconsin and Pennsylvania.

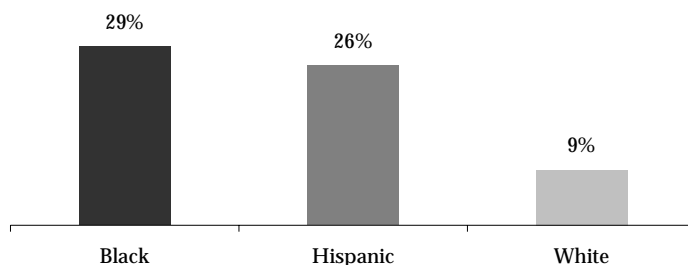
Percentage of Connecticut Residents With No Health Insurance Coverage Throughout the Year

	2000	1999	1998
Connecticut	8.5%	9%	10.9%
National Average	14%	14.3%	15%

Source: U.S. Census Bureau, Current Population Survey, March 1999, 2000, and 2001; and State Health Access Data Assistance Center (SHADAC).

There are inequities remaining however in the populations within Connecticut that remain uninsured. For example, among the non-elderly population the problem is more acute. According to the Urban Institute and the Kaiser Commission on Medicaid and the Uninsured, the rate average over 1997-1999 by gender in Connecticut is 14% for men and 12% for women. And, if we look at race in this non-elderly population, people who are Black and Hispanic are more likely to be uninsured:

Rate of Nonelderly Uninsured by
Race/Ethnicity, 1997-1999



Sources: Urban Institute and Kaiser Commission on Medicaid and the Uninsured estimates based on pooled March 200, 1999, and 1998 Current Population Surveys, U.S. Census Bureau.

FACTS about Connecticut Women

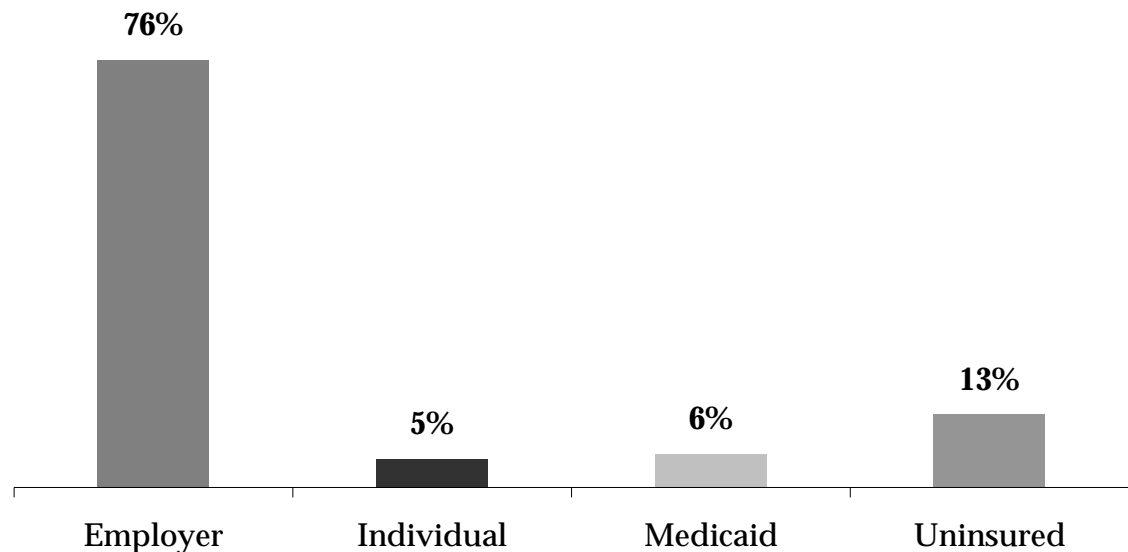
women and health

Women and Their Health continued

Uninsured Women continued

Most women in Connecticut (76%) get their health insurance through their employers.

Distribution of Women Ages 19-64 by Insurance Status in Connecticut, 1997-1999



Sources: Urban Institute and Kaiser Commission on Medicaid and the Uninsured estimates based on pooled March 200, 1999, and 1998 Current Population Surveys, U.S. Census Bureau.

FACTS about Connecticut Women

Chapter Eight

Women and Criminal Justice

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FACTS about Connecticut Women

criminal justice

Women in Prison

The Janet S. York Correctional Institution located in Niantic is the only women's prison in Connecticut. It is classified as a level 5 facility (highest security level); however, it houses women of all offenses ranging from level 1 to 5 as well as women awaiting trial who cannot afford bail.

In 1990, 595 women were incarcerated in Connecticut. At the beginning of 2002 1,239 women are serving time in prison. This reflects a 52% increase in 12 years. The male population increased 40 % in the same period of time.

Female inmates come from all towns in Connecticut.

As of January 1, 2002, the greatest proportion of women incarcerated in Connecticut were convicted of offenses in the category called public order (34.5%). This includes offenses such as civil disobedience, contempt of court, disorderly conduct, drug related offenses, public nuisance, traffic offenses, vagrancy, and victimless crimes.² Substance abuse was the next highest percentage (23.0%), with crimes against persons (22.9%) and property (13.8%) ranking next.³

Of the 1,239 female inmates, 67.3% have dependents. In the mid 1990's, this figure was as high as 80%. Of the current inmate population, 39.5% have one to two dependent children.⁴ Studies show that children of inmates are often psychologically traumatized and, as a result, five to six times more likely than their peers to be incarcerated.⁵

As many as 48.9% of women incarcerated in Connecticut have not finished high school. The percentage of female inmates who possess a high school degree is 51.5% and the percentage with some college education is 14.5%.⁶

Most of the women in prison as of January 1, 2002 were women of color (64.7%). The population, overall, is 41% African-American, 35.3% white, and 24% Hispanic women⁷

FACTS about Connecticut Women

Women in Prison continued

Over the past 12 years, women in the age categories of 31-35 years and 36-45 years have been the largest age groups in Connecticut prisons. On average, these two groups have made up almost half of female inmates (the highest being 53.6% in 1999 and the lowest being 38.7 in 1991).⁸

In 2001, 3,194 pre-trial female admissions to the Department of Correction were counted. Of these, 393 remained in the accused status, 1,946 were eventually discharged, and 855 were sentenced. For those having disposition, it took an average of 26 days to either be sentenced or discharged.⁹

¹ CT Department of Correction - *Research York Inmates confined January 1, 2002, Towns of Residence*

² CT Department of Correction - *Research York Inmates Confined*

³ National Crime Justice Thesaurus, Descriptors for Indexing Law Enforcement and Criminal Justice Information, 1998 Edition.

⁴ Ibid., *Number of Dependents* (Self-Reported)

⁵ Rierden, Andi, *For Women Offenders: More Sanctions and Fewer Prison Sentences.*

⁶ CT Department of Correction - *Research York Inmates Confined January 1, 2002, Last grade completed (Self-Reported).*

⁷ Ibid., *Race Distribution*

⁸ Ibid., *Age Distribution for Incarcerated Women*

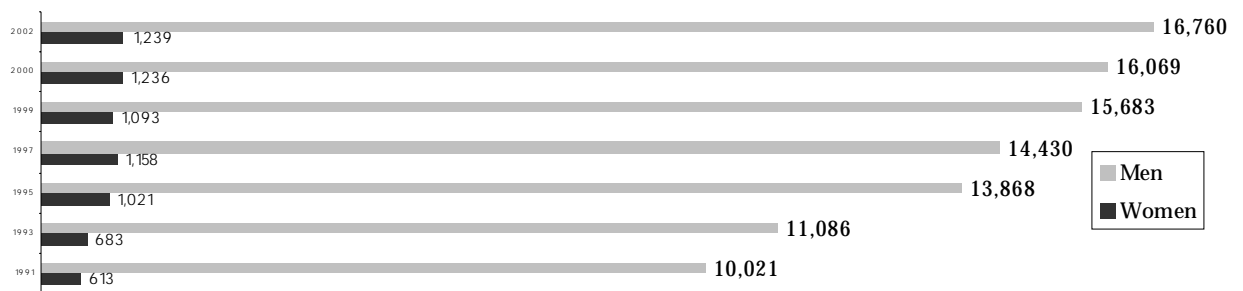
⁹ Connecticut Department of Correction

FACTS about Connecticut Women

criminal justice

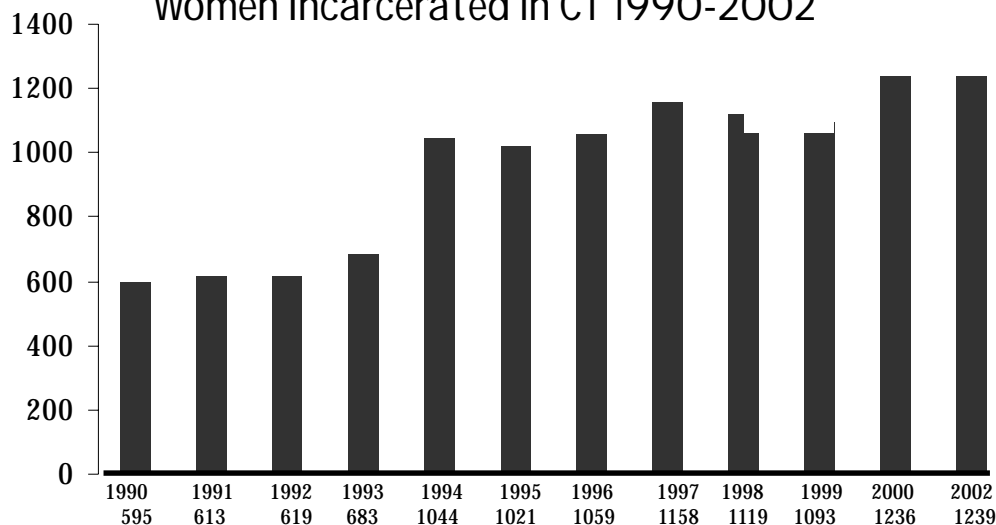
Women in Prison continued

Total Persons Incarcerated in CT
1991, 1993, 1995, 1997, 1999, 2000, 2002



Source: CT Department of Correction, January 2002

Women Incarcerated in CT 1990-2002



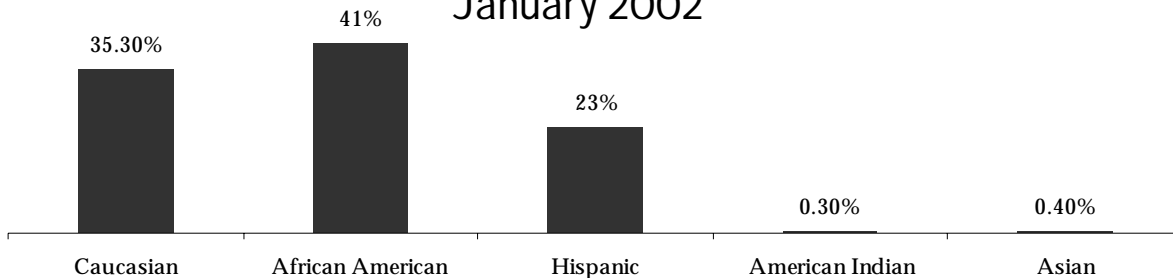
Source: CT Department of Correction, January 2002

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FACTS about Connecticut Women

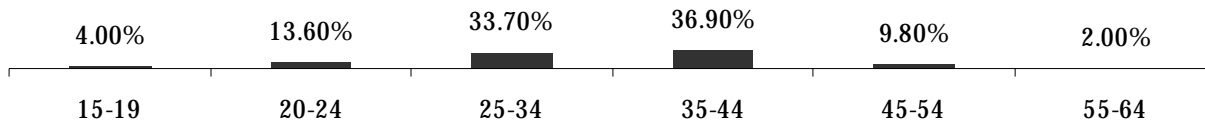
Women in Prison continued

Race Distribution of Women Incarcerated in CT
January 2002



Source: CT Department of Correction, January 2002

Age Distribution of Women Incarcerated in CT
January 2002



Source: CT Department of Correction, January 2002

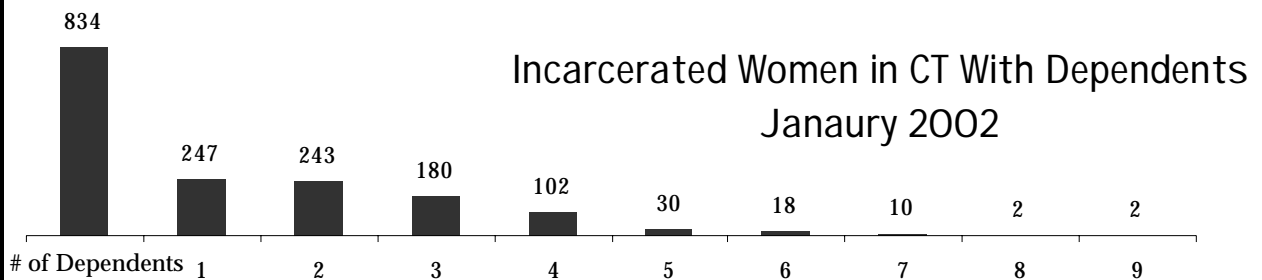
criminal justice

FACTS about Connecticut Women

criminal justice

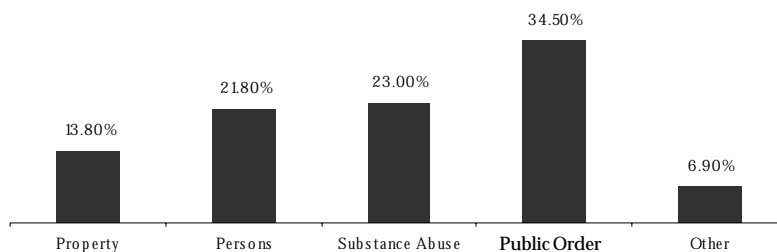
Women in Prison continued

Total incarcerated female
population January 2002 - 1,239 -
67.3% have dependents



Source: CT Department of Correction, January 2002

Types Of Offence of Incarcerated Women in CT January 2002



Source: CT Department of Correction, January 2002

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Permanent Commission on the Status of Women

18-20 Trinity Street ■ Hartford, CT 06106

Phone: 860.240.8300 ■ Fax: 860.240.8314

E-mail: pcsw@po.state.ct.us ■ Website: www.cga.state.ct.us/pcsw/